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Consideration of reports submitted by States parties under Article 18 of the Convention on the Elimination of All Forms of Discrimination against Women

Combined initial, second and third periodic reports of States parties

The former Yugoslav Republic of Macedonia*

* The present document is being issued without formal editing.

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PART 1

1. Natural and Geographic Characteristics of the Country

The Republic of Macedonia is situated in the region of South-eastern Europe, north of Greece, west of Bulgaria, east of Albania and south of Serbia and Montenegro. It is spread over an area of 25,713 square kilometers, out of which 477 square kilometers of surface water area and 24,856 square kilometers of land. The Republic of Macedonia is a land locked country. Its climate is Mediterranean. It is the main crossroad of corridors connecting West and Central Europe with the Aegean Sea and South Europe with West Europe. It is characterized by mountainous terrain intersected by a number of valleys, three natural lakes, each divided by a border line with one of the neighboring countries.

2. Major Historic Events

The 20th century is a period of the awakening of the national self-awareness of the Macedonian people. Three historic events are of special importance in the development of the Macedonian state: the Krusevo Republic in 1903, the convention and decisions of ASNOM (Anti-fascist Assembly of the People's Liberation of Macedonia) and the Referendum and declaration of independence and autonomy in 1991.

At the referendum held on September 8, 1991, the citizens of the Republic of Macedonia, confirming the statehood and sovereignty of the Republic of Macedonia in a plebiscite manner, voted in favor of constituting Macedonia as a sovereign and independent country.

The results of the referendum were confirmed by a Declaration enacted by the Assembly (Parliament) of the Republic of Macedonia, at the session held on September 17, 1991.

Parallel with the activities related to Republic of Macedonia's gaining independence, a new Constitution was developed, which was adopted by the Parliament of the Republic of Macedonia, on November 17, 1991. A number of amendments to the Constitution have been enacted ever since, the last ones being the Amendments to the Constitution Nos. 4 - 18, adopted on November 20, 2001, which result from the Ohrid Framework Agreement of August, 2001.

On December 19 1991, the Parliament of the Republic of Macedonia adopted a Declaration requesting international recognition of the Republic of Macedonia as a sovereign and independent country.

3. Population

The Republic of Macedonia is populated with 64.18% ethnic Macedonians, 25.17% ethnic Albanians, 3.85% Turks, 2.66% Roma, 0.48% Vlachs, 1.78% Serbs, 0.84 Bosniaks and 1.04% others. The dominant religions in the country are Christian-Orthodox and Moslem.

The population of the Republic of Macedonia numbers 2,022,547 citizens (according to the latest Census of 2002).

The age structure of the population is as follows:

0-14 years: 426,280 or 21.08 % (219,628 men, or 21.63%; 206,652 women, or 20.52%)

15-64 years: 1,381,352 or 68.30% (698,997 men, or 68.84 %; 682,355 women, or 67.75%)

65 years and above: 213,712 or 10.57 % (96,428 men, or 9.50%; 117,284 women, or 11.64%)

unknown: 1,203 or 0.06% (324 men, or 0.03%; 879 women, or 0.09%)

The birth and death rates are 13.35 births per 1,000 of population and 7.74 deaths per 1,000 of population, respectively. Infant mortality rate in 2002 was 12.54 deaths per 1,000 births, while the fertility rate was 1.77% children per women.

The average life expectancy is over 76 years for women and over 72 years for men. There are numerous indicators showing that life expectancy for both men and women has increased in recent years.

4. Information on the Character of the Country

Pursuant to Article 1 of the Constitution, the Republic of Macedonia is defined as a sovereign, independent, democratic and welfare country, wherein sovereignty derives from its citizens and belongs to the citizens.

By affirming citizens as the sovereign holders of power, the Constitution of the Republic of Macedonia establishes a system of parliamentary democracy, as the political system of Macedonia.

The Constitution, in Article 8, identifies the fundamental values of the constitutional system of the Republic of Macedonia: the fundamental human and citizens' rights and freedoms, recognized in international law and determined by the Constitution; free expression of national affiliation and appropriate and just representation of the citizens belonging to all the communities in the state bodies and other public institutions at all levels; the rule of law; division of state power to legislative, executive and judicial branches, political pluralism and free, direct and democratic elections; protection of ownership; freedom of market and entrepreneurship; humanism and social justice and solidarity; local self-government; space regulation and humanization; environment and nature protection and improvement and respect for the universally accepted norms of international law.

5. The International Law Status within the National Legal System

Republic of Macedonia belongs to the group of countries in which the principles of the continental law apply. Primary sources of the law in the Republic of Macedonia are the Constitution, the legislation and international treaties, ratified by the Parliament of the Republic of Macedonia. The basic principles of this system are the constitutionality and legality: all legal acts enacted within the legal system of the Republic of Macedonia must comply with the immediately superior legal act, and consequently, they all must comply with the supreme act– the Constitution of the Republic of Macedonia.

The judicial practice (developed through the positions built on principles and legal opinions of the Supreme Court, but also through the decisions of the lower instance courts) is the subsidiary source of the law.

International treaties are one of the direct sources of the law. Pursuant to Article 118 of the Constitution of the Republic of Macedonia, international treaties ratified in accordance with the Constitution are a constituent part of the internal legal system of the Republic of Macedonia and may not be amended by a law or any other act. This constitutional provision is implemented in Article 98 of the Constitution, according to which the courts in the Republic of Macedonia judge on the basis of the Constitution, laws and international treaties ratified in accordance with the Constitution. Thus, when issuing any judicial decision, the courts are free to directly (without previous enactment of special, supplementary legal acts or by-laws) apply the provisions of any international convention, previously ratified by the Parliament of the Republic of Macedonia. In this context, a range of relevant conventions is directly applicable in the Republic of Macedonia[1].

6. Principle of Division of Power

The system of parliamentary democracy is reflected in the organization of the state authority, which is based on the principle of division of power. A fundamental value of the constitutional system of the Republic of Macedonia is the division of power into legislative, executive and judicial branches.

The Assembly (Parliament) of the Republic of Macedonia

The Parliament of the Republic of Macedonia is a representative body of the citizens and holder of the legislative power branch in the country. The Parliament consists of 120 Members of the Parliament, elected for a mandate of four years in general direct and free elections by secret ballot. The Parliament of the Republic of Macedonia, inter alia: enacts and amends the Constitution; enacts laws and gives authentic interpretation of laws; ratifies international treaties; issues decisions with regard to changing the borders of the Republic of Macedonia; announces referendums; elects the Government of the Republic of Macedonia, elects judges of the Constitutional Court of the Republic of Macedonia; enforces election and dismissal of judges; conducts political control and supervision over the Government and other holders of public positions, responsible to the Parliament and; grants amnesty.

The President of the Republic of Macedonia

The President of Republic of Macedonia is the head of the country and represents the state. He is the commander in chief of the armed forces of the Republic of Macedonia. The President of the Republic of Macedonia: appoints the Head of the Government of the Republic of Macedonia; appoints and recalls, by means of decrees, ambassadors and envoys of the Republic of Macedonia abroad; receives letters of credence and recall from foreign diplomatic representatives; proposes two judges of the Constitutional Court of the Republic of Macedonia; proposes two members of the State Judicial Council; appoints three members of the National Security Council and; grants pardons in accordance with the law.

The Government of the Republic of Macedonia

The Government of the Republic of Macedonia is the primary holder of the executive power. The organization and operations of the Government are regulated by the Law on the Government. The Government and its every member are responsible for their work to the Parliament.

[1] The Constitution of the Republic of Macedonia accepts the principle of incorporation in relation to the international treaties.

Pursuant to Article 91 of the Constitution, the Government of the Republic of Macedonia, inter alia: defines the policy of implementation of laws and other regulations passed by the Parliament and is responsible for their implementation; proposes laws, the state Budget and other general acts enacted by the Parliament; makes internal organization principles of the ministries and other administrative bodies; gives opinions for draft-laws and other acts given to the Parliament and other responsible bodies; decides on recognition of states and governments; establishes diplomatic and consular relations with other countries; proposes the Public Prosecutor; proposes ambassadors and representatives of the Republic of Macedonia abroad; and does other functions as stated in the Constitution and other legal acts.

Judicial Branch

Pursuant to Article 98 of the Constitution "the judiciary power is exercised by courts. Courts are independent and autonomous and judge on the basis of the Constitution, laws and international treaties, ratified in accordance with the Constitution. The organization of the courts is uniform. Emergency courts are prohibited. The types, jurisdiction, establishment, abrogation, organization and composition of courts, as well as the procedure they follow are regulated by law, enacted by two-third majority of votes of the total number of Members of the Parliament".

In 1995 the Law on Courts was enacted to operationalize the Constitutional provision on the judiciary. The Law, among other issues, defines the goals and functions of the judiciary, including: a) impartial implementation of the law, regardless of the position and capacity of the parties; b) promotion, within the framework of the judicial capacities, of the protection of and respect for human rights and freedoms and c) legal security and generation of conditions for every human being to live safely, regarding the implementation of the law. As regards the courts' jurisdiction, the law establishes that the courts decide within the legally prescribed procedure on: the rights of citizens and interests based on the law; disputes between citizens and other legal entities; punishable acts and other issues placed under the jurisdiction of the court by law. The judiciary power in the Republic of Macedonia is exercised by 27 first instance courts, 3 Appellate Courts and the Supreme Court of the Republic of Macedonia.

The reforms of the judiciary incorporate the Judiciary Reform Strategy, as well as enactment of the Law on Independent Court Budget and amendments to the Law on Courts, which aim at strengthening the independence and autonomy of the judiciary in the Republic of Macedonia.

7. Economic indicators

7.1. Work force

The structural changes in the Macedonian economy, which have taken place in recent years entailed great changes in both the work force structure and its basic characteristics.

Employment in the Republic of Macedonia is characterized by a very unfavorable gender, age and educational structure. This structure remains unchanged over a longer period of time, mainly due to: unstable economic and social conditions in the country and the discrepancy between the available and demanded profiles at the labor market.

According to the Work Force Focused Survey, in 2000, 1,534,256 people of the total population are above 15 years of age. Out of them, 52.9% have been active and participated in the labor market, while

47.1% have been inactive persons. The total number of work force in the Republic of Macedonia, in 2000 was 811,557 persons. The share of the employed in the total active population number is 67.8%, while that of the unemployed is 32.2%.

According to the analysis of the population's activity rates in the last five years the total population activity is declining, there have been no significant changes in terms of employment, while the rate of unemployment is increasing. The data confirm that due to the long lasting negative conditions at the labor market (high unemployment rate, long lasting state of unemployment) a considerable proportion of the work capable population is excluded from the labor market.

The basic indicators of the population's economic activity show decline of activity rates, reduced employment rate and high rates of unemployment.

Table 1 represents the data pertaining to the work force size, number of the employed and the unemployed, based on gender and national affiliation, and relating to the period from 1996 to 2000, in absolute indicators.

1. Work Force according to Gender and National Affiliation

		Total	*Macedonians*	Albanians	Turks	*Ro-ma*	Vlachs	Serbs	Others *
1996	Work force	789.081	608.605	99.488	21.434	18.748	4.869	13.739	22.198
	Employed	537.591	451.540	44.973	10.344	5.371	4.247	9.686	11.430
	Unemployed	251.490	157.065	54.515	11.090	13.377	622	4.053	10.768
1997	Work force	800.513	614.572	108.365	19.303	18.519	3.798	14.526	21.430
	Employed	512.300	429.169	45.136	11.018	4.375	3.281	8.961	10.360
	Unemployed	288.213	185.403	63.229	8.285	14.144	517	5.565	11.070
1998	Work force	823.825	643.689	112.190	22.600	16.280	2.443	11.590	15.033
	Employed	539.761	455.946	50.915	12.564	4.165	1.845	7.350	6.976
	Unemployed	284.064	187.743	61.275	10.036	12.115	598	4.240	8.057
1999	Work force	806.674	636.306	101.913	20.176	15.796	3.292	13.995	15.196
	Employed	545.224	460.009	49.131	10.676	4.459	2.759	9.879	8.311
	Unemployed	261.450	176.297	52.782	9.500	11.337	533	4.116	6.885
2000	Work force	811.556	639.364	105.928	20.307	13.364	2.289	11.693	18.611
	Employed	549.846	459.200	53.866	12.474	3.588	1.555	7.416	11.747
	Unemployed	261.710	180.164	52.062	7.833	9.776	734	4.277	6.864

Men

		Total	*Mace-donians*	Albanians	Turks	*Ro-ma*	Vlachs	Serbs	Others *
1996	Work force	480.259	346.995	80.483	15.824	10.793	2.898	9.187	14.079
	Employed	340.579	273.154	38.889	7.453	4.078	2.539	6.562	7.904
	Unemployed	139.680	73.841	41.594	8.371	6.715	359	2.625	6.175
1997	Work force	490.121	350.264	89.562	14.227	11.168	2.683	8.667	13.550
	Employed	328.404	260.569	41.278	8.314	3.296	2.468	5.533	6.946
	Unemployed	161.717	89.695	48.284	5.913	7.872	215	3.134	6.604
1998	Work force	506.835	366.375	95.653	15.492	10.824	1.731	7.091	9.669
	Employed	341.875	272.635	46.870	8.652	2.965	1.412	4.607	4.734
	Unemployed	164.960	93.740	48.783	6.840	7.859	319	2.484	4.935
1999	Work force	496.126	359.543	88.925	14.904	11.189	2.252	9.246	10.067
	Employed	337.995	268.341	43.870	8.106	3.209	1.826	6.619	6.024
	Unemployed	158.131	91.202	45.055	6.798	7.980	426	2.627	4.043
2000	Work force	488.544	355.630	89.401	14.080	8.543	1.655	6.959	12.276
	Employed	339.550	266.737	47.642	8.299	2.635	1.219	4.622	8.396
	Unemployed	148.994	88.893	41.759	5.781	5.908	436	2.337	3.880

Women

		Total	*Macedonians*	Albanians	Turks	*Roma*	Vlachs	Serbs	Others *
1996	Work force	308.822	261.610	19.005	5.610	7.955	1.971	4.552	8.119
	Employed	197.012	178.386	6.084	2.891	1.293	1.708	3.124	3.526
	Unemployed	111.810	83.224	12.921	2.719	6.662	263	1.428	4.593
1997	Work force	310.392	264.308	18.803	5.076	7.351	1.115	5.859	7.880
	Employed	183.896	168.600	3.858	2.704	1.079	813	3.428	3.414
	Unemployed	126.496	95.708	14.945	2.372	6.272	302	2.431	4.466
1998	Work force	316.990	277.314	16.537	7.108	5.456	712	4.499	5.364
	Employed	197.886	183.311	4.045	3.912	1.200	433	2.743	2.242
	Unemployed	119.104	94.003	12.492	3.196	4.256	279	1.756	3.122
1999	Work force	310.548	276.763	12.988	5.272	4.607	1.040	4.749	5.129
	Employed	207.229	191.668	5.261	2.570	1.250	933	3.260	2.287
	Unemployed	103.319	85.095	7.727	2.702	3.357	107	1.489	2.842
2000	Work force	323.012	283.734	16.527	6.227	4.821	634	4.734	6.335
	Employed	210.296	192.463	6.224	4.175	953	336	2.794	3.351
	Unemployed	112.716	91.271	10.303	2.052	3.868	298	1.940	2.984

**along with "other nationalities", this column also includes those abstaining from providing information*
Source – State Institute of Statistics

The number of unemployed in the Republic of Macedonia, according to the records of the Employment Bureau (which differs from the data obtained in the Work Force Focused Survey, conducted at the State Institute of Statistics, to enable use of administrative and survey sources) in June 2003 amounted to 382,275 and it is by 3,3% higher than the registered number of the unemployed in June 2002. The number of the unemployed in June 2003 is higher by more than 100,000 persons, compared to the registered number of the unemployed in December 1998, when the number of registered unemployed persons was 284,064.

According to the same records, the total number of the unemployed in [redacted] amounted to [redacted] persons, in [redacted] to [redacted], in [redacted] to [redacted] persons, while at the end of 2002 the number of 374,144 jobless persons was recorded.

In June 2003, for example, 5,650 persons, registered at the Employment Bureau, acquired the status of unemployed. The highest number of unemployed is registered at the Bureaus in Skopje – 89,008, in Kumanovo – 32,106 persons, in Tetovo – 28,605, in Prilep – 26,723, in Strumica – 24,726 and in Bitola – 21,120 persons. Out of the total number of the unemployed in the country, 58.2% are concentrated in these six cities.

With regard to the gender structure, 215,321 or 56.3% are men, and 166,954 or 43.7% are women. Most of the unemployed are up to 30 years of age, or 35.2%.

7.2. Basic economic indicators for the Republic of Macedonia in the period from 1994 to 2000

	1994	1995
Population in the middle of the year (in thousands)	1 946	1966
Live births	33487	32154
Deceased	15771	16338
Unemployment rate	30,0	35,6
Average paid net salary per worker (in denars)	7754	8581
Export (in 000 USA dollars)	1086343	1204048
Import (in 000 USA dollars)	1844092	1718904
Industrial production	89,5	89,3
Retail prices	221,8	115,9
Gross Domestic Product (in 000,000 USA dollars)	3389	3351
Gross Domestic Product per capita (in USA dollars)	1742	1705

	1996	1997
Population in the middle of the year (in thousands)	1983	1997
Live births	31403	29478
Deceased	16063	16596
Unemployment rate	38,8	36,0
Average paid net salary per worker (in denars)	8817	9063
Export (in 000 USA dollars)	1147440	1236808
Import (in 000 USA dollars)	1626917	1778515
Industrial production	103,2	101,5
Retail prices	103,0	104,4
Gross Domestic Product (in 000,000 USA dollars)	3390	3458
Gross Domestic Product per capita (in USA dollars)	1709	1732

	1998	1999
Population in the middle of the year (in thousands)	2008	2017
Live births	29244	27309
Deceased	16870	16789
Unemployment rate	34,5	32,4
Average paid net salary per worker (in denars)	9394	9664
Export (in 000 USA dollars)	1310679	1191266
Import (in 000 USA dollars)	1914663	1776151
Industrial production	104,5	97,4
Retail prices	100,8	98,9
Gross Domestic Product (in 000,000 USA dollars)	3575	3730
Gross Domestic Product per capita (in USA dollars)	1781	1848

	2000	2001
Population in the middle of the year (in thousands)	2026	2031
Live births	29308	26972
Deceased	17253	16778
Unemployment rate	32,2	30,5
Average paid net salary per worker (in denars)	10193	10552
Export (in 000 USA dollars)	1318993	1155068
Import (in 000 USA dollars)	2084738	1687600
Industrial production	103,5	96,9
Retail prices	110,6	105,2
Gross Domestic Product (in 000,000 USA dollars)	3899	-
Gross Domestic Product per capita (in USA dollars)	1924	1823

More detailed information about the above presented issues, from the gender perspective of view, will be given in the corresponding comments to particular CEDAW articles, below.

8. Legal Framework for Gender Equality

In compliance with the Constitution of the Republic of Macedonia, citizens have equal freedoms and rights, irrespective of their gender, race, color, national and social background, political and religious conviction, property and social status. Equality between men and women is additionally implemented within the entirety of legal regulations of the country. The Republic of Macedonia is a signatory of a number of international acts relating to equality issues and women's position. As a successor country to the former Yugoslavia, Macedonia has acceded to the UN *Convention on the Elimination of all Forms of Discrimination against Women*, which came into force on September 17, 1991, when the country assumed the required obligations before the international community.

The Republic of Macedonia signed the *Optional Protocol to the Convention on Elimination of all Forms of Discrimination against Women in 2000,* ratified it on June 24, 2003, and it came into force on October 17, 2003.

According to the Constitution of the Republic of Macedonia, every citizen has the right to work, to a free choice of job, protection at work and financial support in case of unemployment. All jobs at the labor market are available to everyone, without gender-based discrimination. Most of the women in the non-industrial sector are employed in health care and social protection, as well as in administration, but very seldom occupying high positions in the decision making process.

Thus, gender equality is operationalized throughout the regulations of the Republic of Macedonia. The regulations and bylaws in effect, elaborating this issue, are at a very high level and cover a wide range, in comparison with the regulations of other countries.

The national mechanism of gender equality is represented by the Gender Equality Unit of the Ministry of Labor and Social Policy.

Underlining the importance of decision-making for gender equality, the Parliament of the Republic of Macedonia enacted a Declaration on Gender Equality in the Decision Making Process, in 1998.

Furthermore, the National Action Plan, which resulted from the Beijing Conference in 1995, was adopted by the Government of the Republic of Macedonia in December 1999 and ever since, a number of paths and defined directions of activities have been, or are being, followed through.

The provisions contained in numerous laws and bylaws do not by any means indicate unequal treatment of women (i.e. they do not stipulate privileges or beneficial status for men), while several laws explicitly emphasize gender equality.

Education is the sphere with the best achievements in relation to the goals of establishing equal treatment between men and women. The Laws on Primary and Secondary Education, as well as the Law regulating higher education, do not contain provisions promoting gender inequality. The nondiscriminatory gender treatment in the process of education is clear and explicit. The compulsory primary education applies to all children in Macedonia, regardless of their gender. This principle of nondiscrimination is also fully observed in the secondary education. However, women's share in the total number of illiterate population amounts to 75.1%.

Within the basic human and citizens' freedoms and rights, the Constitution of the Republic of Macedonia in its Article 42, guarantees special protection at work of minors and mothers, based on their special status. The Law on Employment conforms to the Constitutional provisions and through the provisions of Articles 58 – 68 regulates the special protection of women.

Pursuant to this Law, employed women in the Republic of Macedonia enjoy all rights to protection at work, during pregnancy, as well. She cannot be assigned to jobs having harmful impact on her health condition, or work nights. This protection also applies to employed women with a child less than two years old.

Women have the right to an uninterrupted maternity leave of nine months, while in the case of giving birth to more than one child (twins, triplets, or alike) their leave lasts one year. Employed women may commence the maternity leave 45 days before delivery, but not later than 28 days before delivery. An

employed woman has the same rights in the case of her adopting a child, as well. The father of the child may exercise the right to a paternity leave in case of mother's death, if she abandons the child or if she is precluded from exercising the rights on justifiable grounds.

If an employed woman delivers a stillborn fetus or if the infant dies before the expiration of the maternity leave, she has the right to extend the maternity leave for as long as she takes to recover, according to the physician's findings, but at least for 45 days, during which period she is entitled to all the rights based on the maternity leave.

During the maternity leave employed women are entitled to a compensation of salary, to the amount defined by the employment and health care regulations.

After the expiration of the maternity leave, employed women are entitled to a paid leave for caring and nursing a sick child, up to three years of age of the child, if the child needs intensive care. She is also entitled to shorter working hours for the same purpose. These rights are also granted to the father of the child. One of the parents of severely disabled child has the right to work half of the full working hours, if both parents are employed, or if the parent is single, and on the basis of the findings of the competent doctors' board. The shorter working hours in such a case will be considered full working hours.

Laws with special importance for women's status are the Inheritance Law and the Family Law, which point out that men and women are equal with regard to the rights and obligations arising from the family relations, parenthood and marriage. According to the Inheritance Law, men and women have equal rights to inheritance. In practice, these rights are not equal for men and women, which is due to the fact that women are less familiar with the institutions providing advice, where they could find help and receive useful advice in terms of exercising their rights to inheritance after divorcing. The legal regulations on women's rights related to financial resources, information, land, capital resources, etc, in the Republic of Macedonia imposes no gender-specific restrictions.

Poverty affects women much worse than men. An action plan aiming at identification and uprooting the causes for higher poverty level in women is still missing. Yet, immediate action is needed in this respect, considering the fact that the main problem is not direct gender-based discrimination, but rather the interaction among women's social position, their role in the family and other factors, such as age and geographic differences. The actions taken at present are more focused on the social reform and other social policies, aiming at the elimination of exclusion of these and other underprivileged groups of people from social life.

The Law on Employment regulates the issue of labor and employment, and it does not contain provisions, which would in any way promote women's discrimination (either regarding employment and assignment to an appropriate job, or in terms of salaries and other allowances). Despite the fact that this Law does not include provisions, which directly relate to gender equality, it, in principle, stipulates and to a large extent ensures gender equality concerning employment and equality of rights and duties arising from employment.

According to the present data, the lack of participation in the authorities and in the decision making process is one of the main problems involving gender discrimination, generally shared by all women, with the exception of an insignificant minority. To overcome the democratic deficit resulting from the insufficient presence of women in all power structures, the relevant factors in the country should focus their efforts on resolving problems related to the contents and the process of decision making, rather than on the discrimination as an isolated factor.

The legislative amendments from 1991 to date, have mostly been directed towards promotion of gender equality and women's protection, supported by the increasing opportunities for the genders to make the right choice and they are based on the global concept of individual human rights and freedoms protection.

In this context, it is worthwhile mentioning that amendments have been made to the Law on Employment, whereby gender discrimination has been removed in terms of the provision concerning the retirement age and years of service, which were different in comparison with the previous regulations; to the Defense Law, according to which women could be included into active military service (i.e. they could participate in the active part of the armed forces of the Republic of Macedonia); to the Law on Internal Affairs and the Directive on the Uniforms and Uniform Insignia of the Police in the Ministry of Internal Affairs (Official Gazette of the RM no. 10/2000, 17/2000, 92/2000, 72/2001, 16/2002 and 11/2003), which contains provisions, such as Articles 5, 6 and 7 of the Directive relating to the working uniform of policewomen, as well as to the Criminal Code which stipulate the possibility of instituting court procedures based on private lawsuits, in case of marital sexual abuse and rape, etc.

The analysis of the legal regulations related to women's protection and promotion of gender equality indicates the possible directions for further improvement of the system in this respect.

The issues that require future enhancement are related to the following:

- legal regulations based on equality and affirming equality;

- further promotion of political participation, with emphasis on the equal representation of women and men in the political structures, use of legally defined quotas and implementation of positive action, which should be continuously used and upgraded in the future;

- definition of equality as an affirmative and positive actions in the political parties' programs;

- adoption of positive regulations which would allow women to have equal opportunities for participation in the areas of decision making, including international representation and participation of women, as well as positions where decisions are made in the public administration;

- avoidance of future enactment of legal regulations and bylaws which will disregard the skills, abilities and characteristics of the individual, but rather contain general provisions which could be used for purposes of gender discrimination;

- stipulation of criminal, civil, work-related or administrative actions in the domestic legal regulations, for sanctioning the illegal and discriminatory treatment of women and girls who suffer any form of violence at home, the workplace, the immediate community and wider in the society;

- making efforts with respect to the enactment of a Law on Equal Opportunities for Men and Women.

PART 2

ARTICLE 1: DEFINITION OF DISCRIMINATION AGAINST WOMEN

For the purposes of this Convention, the term "discrimination against women" will indicate any difference, exclusion or constraint with regard to gender, which would have as a consequence or aim at jeopardizing or prevention of the recognition, accomplishment or exercising by women of the human rights and fundamental freedoms in political, economic, social, cultural and civic or any other fields, regardless of their marital status, based on the equality of men and women.

The basic characteristic of the Republic of Macedonia's constitutional system is the civic concept. This concept is based upon the idea of individuality and rights of individuals. The civic concept of the Constitution is particularly reflected in the identification of the fundamental values of the constitutional system. Here, *inter alia*, the basic human freedoms and rights, recognized by international law and the respect for the generally accepted norms of the international law are the fundamental values of the Republic of Macedonia's constitutional system. Pursuant to this constitutional determination, the Constitution of the Republic of Macedonia prescribes and guarantees a broad list of human rights and freedoms, as one of the foundations of the democratic political system. The basic human and citizen's freedoms and rights (which are more than 70 in number) are placed immediately after the basic provisions of the Constitution, relating to the statehood and legal insignia of the state. The Chapter on the fundamental freedoms and rights defines, at the constitutionality and legality level, the civic and political freedoms and rights, economic and social and culture specific rights, and also stipulates the guarantees for the basic freedoms and rights.

Chapter II entitled Basic Freedoms and Rights of Individuals and Citizens, Part 1 – Civic and Political Freedoms and Rights (Articles 10-29) lists the following rights and freedoms:

The right to: life; physical and moral dignity; freedom; presumption of innocence; absence of punishment for an offense which has not been considered illegal by law or other acts prior to its being committed, or for which no punishment is stipulated (also, against double punishment; no one can be sentenced at a court for an offense they have already been tried for, or in relation to which a valid court decision has been issued); appealing individual legal acts issued in court proceedings of the first instance, administrative bodies, organizations or other institutions, having public mandate; an answer through the media; corrections in the media; protection of the source of information in the media; free and public expression of beliefs, individually or together with others; peaceful gathering and expressing of public protests without previous announcement or special permit, voting (upon reaching 18 years of age), or participation in the work of public institutions, signing petitions for state or other public bodies, as well as the right to an answer; respect and protection of the privacy of the personal and family life and personal dignity and reputation; inviolability of the home; free movement across the territory of the Republic of Macedonia and free choice of one's place of residence; leaving the territory of the Republic of Macedonia and returning to the Republic; defending the Republic of Macedonia; asylum to foreign subjects and expatriates exiled for democratic and political activities and beliefs;

The freedom of: personal belief, conscience, opinion and public expression of thoughts; speech, public addressing, public information and establishment of public information institutions; freedom and confidentiality of correspondence and other ways of communication; safety and confidentiality of personal

data; religious faith; association for performing and protection of one's political, economic, social and other rights.

With the insertion of Article 9 in Chapter II of the Constitution of the Republic of Macedonia, relating to the basic human and citizen's rights, i.e. into the part relating to civic and political rights, the constitution drafters accept that "the right to nondiscrimination" itself has a value of a human right. This "right" is considered to be a framework, general right, which should be respected with reference to the individual human rights.

The Constitution of the Republic of Macedonia apparently incorporates the prohibition of discrimination, but it sets it much broader – as a principle of citizens' equality. On the one hand the principle of equality contains the prohibition of discrimination, while on the other, it is simultaneously there for the purpose of other freedoms and rights guaranteed by the Constitution, systematized as civic, political, economic, social and cultural. Thus, the Constitution of the Republic of Macedonia acknowledges all the men's and women's rights under the same conditions (e.g. women exercise their right to vote under the same conditions as men, as well as the right to participate in carrying out public duties, the right to citizenship, freedom of association, the right to property, etc.).

Three main consequences derive from the contents of this constitutional provision with regard to the prohibition of discrimination:

First, by raising the equality principle to the level of a constitutional norm the highest form of its legal guarantee is achieved within the domestic legal system.

Second, a prohibition for the stated natural human features and social status to be a basis for an unequal legal status of citizens during the regulation of social relations by general legal norms and

Third, the exercising of freedoms, rights and duties of a human being and citizen, should take place through equal application of the Constitution and the laws.

As the basic constitutional presumption, human freedoms and rights are, as a rule, exercised immediately on the basis of the Constitution, and the conditions and manner of their exercising can be prescribed by a law, in case of existence of a constitutional authorization to do so only, and within such authorization only.

The civilization achievements and their influence on the criminal law policy in the field of sexual delinquency, have caused the abandonment of the rule of moral norms and their substitution by illegal behavior, directed against the free choice of a person with regard to entering into sexual relations. In this respect, the current legal solution is particularly important in that it does not treat women just as a passive subject, but it treats them legally as an equal participant, together with men, in the free determination of their own sexual life. Based on this concept and this framework, Chapter 19 of the Criminal Code of the Republic of Macedonia, pertaining to criminal offenses against sexual freedom and sexual morality, contains incriminations, which protect the freedom of deciding on establishing sexual relations by women and men. The grounds for illegality are violation and abuse. More specifically, the criminal offenses prescribed in this Chapter of the Criminal Code, the following is achieved: 1) protection of the free decision with regard to sexual relations, 2) the starting point in defining the incriminations is the equal protection of men's and women's personalities, as the subjects in sexual relations, 3) violence, abuse of the condition and taking advantage of the status or helplessness of the passive subject are criminalized, 4) special protection for

juveniles, where the will of the minor, if it is an expression of insufficient maturity, is meaningless regarding illegality of the act, 5) also illegal are acts in the domain of prostitution, as acts which drastically affect the personal freedom.

With respect to the above mentioned, it should be underlined that the special status of women, the respect for their personality and dignity are the reason for the Criminal Procedure Code ("Official Gazette of the RM" no. 15/97 and 44/2002) to include special provision when certain investigative measures are taken in relation to women. Thus, for example, Article 200, paragraph 3 of the Criminal Procedure Code stipulates that a woman can only be searched by a woman, and only women can be witnesses during an examination, i.e. a search.

The mentioned legal provision is also operationalized in Article 56 in the Rule Book on Performing the Duties of the Ministry of Internal Affairs ("Official Gazette of the RM" no. 12/98 and 15/2003) which prescribes that a woman passenger can only be searched by authorized women officials, where only women can be present in the capacity of witnesses.

Moreover, Article 23 of the Rule Book on Performing the Duties of the MIA stipulates a prohibition of "handcuffing" evidently pregnant women, if such women offer resistance during a detaining attempt, except in certain cases when they might, by using dangerous devices, immediately jeopardize the lives of authorized officials. Evidently pregnant women can also be "apprehended", which is an authorization given by the Rule Book, in cases when it is necessary for them to be brought to the Ministry of Internal Affairs, if they are wanted by an search warrant, or if they are supposed to be handed over to another competent body. The stated condition of the woman is immediately reported to the body issuing the apprehension order, an obligation prescribed in Article 40 of the above-mentioned Rule Book.

Domestic violence: Traditionally, for many years in the past, women in the Republic of Macedonia have been placed in an inferior position compared to men, in a number of social life segments, and accordingly, within the family, as well. In this respect, the woman's position of a marriage partner was not appropriately addressed in most of the cases of all forms of domestic violence. In this context, a global assessment could be made that women most often call the police for help in critical cases, when ultimately they are at risk of suffering severe physical injuries or their lives are threatened.

In May 2003 a special Unit for Juvenile Delinquency and Socio-pathological Phenomena was established within the Criminal Police Department of the Ministry of Internal Affairs, which employed personnel previously working at the Homicide and Sexual Offense Department.

The problems are dealt with by women inspectors, whose duties concern all children and family related problems. Worthwhile mentioning is the fact that the problem of domestic violence is not treated separately, and therefore is not monitored at the MIA, or in other governmental institutions, but it can be analyzed as required in the context of criminal offenses committed, which on the other hand does not provide a picture of the general situation, or the necessary statistics of the phenomenon's incidence in Macedonia.

The prevalence of domestic violence in Macedonia is a well-known fact, despite the fact that it is rarely mentioned in public. It is also well known that cultural norms discourage reporting of domestic violence, using the excuse that it is "about a private family matter".

Contrary to such attitudes, women's organizations work within the constraints of their capacities and provide support and protection of women, which, it must be admitted, is not sufficient.

The position of the MIA is that these problems should be dealt with by educated staff, women if possible, since their approach is more complex, as their treatment of children. However, MIA should also support education of staff dealing with these issues, especially education of uniformed personnel whose job is related to reception of persons and to interventions at police stations. They should have a standardized methodological approach for the interventions in domestic violence circumstances.

During the everyday interventions, beside the victim, the police are those who experience the harsh discrepancy between the legal regulations and the complexity of the real events.

The Police in Macedonia are still the only part of the legal system where women victims can come and report violence and, if the case is within the police scope of work, then they can solve it or intervene as necessary. However, the admission of women, their sheltering, giving any kind of necessary support are missing, as in Macedonia there are no state shelters for women victims of violence, but there is only one Shelter-Center in Skopje, supported by a non-governmental organization, which is insufficient due to large number of cases.

It is necessary for the state to produce mechanisms that would encourage reporting, raising the awareness, running campaigns, which would provide women with at least a little support in terms of their personal protection and standing on their own feet.

It is important to raise the awareness of the governmental institutions in addressing the problem of domestic violence, as beside protecting the primary victim, the secondary victim in the family should also be protected, and this is the child, for traumas are severe, intensive, hard to heel and the most important fact is that the children become potential perpetrators whom the state bodies are likely to encounter again within a certain period of time.

The activities of the non-governmental organization ESE (Emancipation, Solidarity, Equality), should be pointed out which has submitted a proposal related to the Criminal Procedure Code, a Proposal for enactment of a Law Amending the Law on Civil Procedure, special procedures including civic orders for protection against domestic violence and the like. Furthermore, this non-governmental organization has conducted a research, which indicates that 61.2% of the interviewed 850 women have stated that they have been victims of domestic violence. Subjects of the research were women aging between 30 and 40, housewives, with low level of education, whose marriage period ranged between 10 and 20 years. Of all kinds of violence, mental violence is the most widespread one, reported in 40% of the interviewed, while 72.8% of the interviewees reported slapping as the most frequent kind of violence. These are followed by threats and battery, then burning or scalding and using a knife or pistol against the victim.

The Criminal Code of the Republic of Macedonia does not sanction violence against the woman as a separate criminal offense. All cases of a woman's suffering domestic violence are regulated by the general criminal offenses, such as: murder, physical injury, serious physical injury, mediation in prostitution, etc. The only exception is the criminal offense of rape, in relation to which the incrimination – rape within marriage was introduced into the Criminal Code in 1996. However, the procedure pertaining to this kind of crime is initiated on the basis of a private complaint, unlike the other kinds of rape where the perpetrators are other persons, and not the spouse, and where the procedure is initiated ex officio.

The Ministry of Internal Affairs, within its legal authorities, in all cases when women themselves, their neighbors, or other citizens, report violence against women that occurs within their family, takes immediate measures for misdemeanor and/or criminal prosecution. Upon a report on a case, an intervention

group immediately arrives at the scene and, depending on the situation, undertakes relevant police measures (warning, invitation, informative interviews, detention and alike). After the case is settled, appropriate misdemeanor or criminal charges are brought against the violence perpetrators.

Despite the lack of relevant statistical data on this issue, a global opinion can be given that, in principle, as a result of the increased public awareness following organized campaigns, as well as the broader presence of the issue in all media year after year, there is at least some improvement, which is a favorable fact for better and more adequate treatment and protection of women within the family.

Pursuant to the provisions of the Criminal Code of the Republic of Macedonia, any unlawful act, whether committed by a man or a woman, is treated equally, i.e. there is no gender-based discrimination in relation to the legal responsibility. Similarly, no gender-based discrimination is present in the treatment of the injured parties (victims of crimes). Therefore, the statistical data records kept at the Ministry of Internal Affairs, are classified by perpetrators of various categories of offenses, and not by gender, just as the victims are not statistically treated on the basis of gender differences.

However, the following can be observed in the statistical data available at the Ministry of Internal Affairs:

Criminal offense "Homicide", (Article 123 of CC)

Year	1997	1998	1999	2000	2001	2002
Total number of perpetrators	35	4	0	67	3	0
women perpetrators	1			5		
Homicide cases with women victims	14		1	12		0

Source: MIA-Analysis and Research Sector

Years	2000	2001	2002
Total number of homicide cases, where women are murdered by their marriage partners	4	4	1

Source: MIA-Analytical and Research Sector

From the data presented, it is evident that women are less frequently found as offenders of these crimes and the registered cases of women having committed murder most often relate to the crime of "Infanticide during delivery" (Article: 27.(1)). Another evident fact is that the number of women victims of the crime "homicide" is higher.

If the most frequent causes of women being murdered are analyzed, it can be concluded that in a certain number of registered murders of women (about 50% of the cases) the women have been in a

relationship with the offenders, i.e. the offender commits the murder as an extremely violent act against the woman. The motives of the crime of "homicide" with a woman victim are of all kinds, starting with jealousy, family conflicts, arguments, to disturbed mutual relations. On the other hand, a woman will very infrequently attempt the life of her husband (partner), apart from exceptional cases of mental disorder or similar problems.

Suicides Committed

Year	1997	1998	1999	2000	2001	2002
Total	144	36	71	140	36	43
Men	111	6	25	96	01	00
Women	33	0	6	44	5	3

Source: MIA-Analytical and Research Sector

From the data presented, it is evident that the percentage of men committing suicide is higher than that of women. With respect to the reasons, most of the suicides are committed due to mental disorders (around 50%), while disease, family quarrels, relationship problems and alike, occur as other causes.

As regards the method of suicides, they are most often committed by hanging, while less frequent are poisoning by taking drug overdose or poisonous matters, jumping off high spots, etc.

Those who commit suicide usually age over 30.

The criminal offense "Rape" (Article 186 of the Criminal Code of the Republic of Macedonia) decisively stipulates that a rapist is "a person who by use of force against another person, or threatening to directly attack the other person's life or body, the life or body of a third person, close to the other person, or who coerces the other person to sexual intercourse'. Qualified types of rape are also included in Article 186, in case of the occurrence of a serious physical injury, death, or other serious consequences, or the act has been committed by more than one person, or in a particularly cruel or humiliating manner, or by coercion to sexual intercourse, with a serious threat that something shall be revealed concerning the victim or someone close to the victim that shall harm the victim's honor and reputation, or that another serious evil will be caused. Specially underlined should be the fact that since 1996, the criminal offense of "Rape against persons with whom the offender lives together in a marriage or cohabitation" has been provided.

Statistical data from 1997 to 2002 on the criminal offense "Rape' indicate the following:

Year	1997	1998	1999	2000	2001	2002
Number of Crimes of Rape	21	4	2	27	4	5
Solved cases	19	3	4	26	1	2
number of reported offenders	22	0	6	35	4	6

Source: MIA-Analytics and Research Sector

Below is more detailed information on criminal offences per certain Articles of the Criminal Code, for the period from 1997 to 2002:

1997

Criminal Code of the RM	Offenses	Offenders
Article 187	6	10
Article 188	29	32
Article 189	1	1
Article 190	1	1
Article 193	/	/
Article 194	2	2

1998

Criminal Code of the RM	Offenses	Offenders
Article 187	10	19
Article 188	30	32
Article 189	2	2
Article 190	4	4
Article 193	2	2
Article 194	/	/

1999

Criminal Code of the RM	Offenses	Offenders
Article 187	5	7
Article 188	38	38
Article 189	2	2
Article 190	3	3
Article 193	2	2
Article 194	2	2

2000

C. minal Code of the RM	Offenses	Offenders
Article 187	4	4
Article 188	33	39
Article 189	2	2
Article 190	3	3
Article 193	/	/
Article 194	3	3

2001

Criminal Code of the RM	Offenses	Offenders
Article 187	7	8
Article 188	44	51
Article 189	3	3
Article 190	3	2
Article 193	/	/
Article 194	2	2

2002

Criminal Code of the RM	Offenses	Offenders
Article 187	6	6
Article 188	56	58
Article 189	2	2
Article 190	6	5
Article 193	5	5
Article 194	1	1

ARTICLE 2: ANTI-DISCRIMINATORY MEASURES

Member states condemn discrimination against women in all of its manifestations, they agree to implement, with all appropriate means available to them and without delay, the policy of eliminating the discrimination against women and therefore they commit to:

a) introduce the principle of equality between men and women into their respective national constitutions or relevant legislation, unless they have done so, as well as to provide, through legal or other appropriate measures, practical implementation of this principle;

b) adopt appropriate legal and other measures, including sanctions wherever necessary, to prohibit all kinds of discrimination against women;

c) introduce legal protection of women's rights, on an equal basis with men and, through the national courts of jurisdiction and other public institutions, provide efficient protection of women against any procedure by which discrimination is exerted;

d) refrain from any procedure or practice of discrimination against women and ensure for the public bodies and institutions to act in accordance with this commitment;

e) take all necessary measures with a purpose of removing the discrimination against women by any person, organization or enterprise;

f) take all convenient measures, including the legislative ones, for amending or revocation of existing laws, regulations, customs and practice, which represent discrimination against women;

g) rule out all of the internal penal provisions used to discriminate women.

Republic of Macedonia belongs to the group of countries in which the principles of the continental law apply. Primary sources of the law in the Republic of Macedonia are the Constitution, the laws and international treaties, ratified by the Parliament of the Republic of Macedonia and which are in compliance with the Constitution. The basic principles of this system are the constitutionality and legality: this means that all legal acts enacted within the legal system of the Republic of Macedonia must comply with the immediately superior legal act, and consequently, they all must comply with the supreme one – the Constitution of the Republic of Macedonia.

The judicial practice (developed through the principled positions and legal opinions of the Supreme Court, but also through the decisions of the lower instance courts) is the subsidiary source of the law. This means that in applying the legal norms, judges are not formally bound to apply the position of a higher instance court or the opinion of the Supreme Court. However, in certain number of cases, the lower instance courts apply directly the positions and opinions of their respective higher instance courts, due to the authority of these institutions, and not owing to their positions' imperative character or the precedent character of the decisions they make.

As mentioned above, international treaties too are a source of the law, together with the Constitution and the legislation. In the Republic of Macedonia, the hierarchy of legal acts places the International treaties in between the Constitution and the legislation, i.e. in case of possible discrepancy of the ratified international treaties with the existing laws in the RM, the ratified international treaties' provisions will have priority, i.e. they will apply. Pursuant to Article 118 of the Constitution of the Republic of Macedonia, international treaties ratified in accordance with the Constitution (the international treaties signed are ratified by a law adopted by the Parliament of the RM) become a constituent part of the internal legal system of the Republic of Macedonia and may not be amended by law. Accordingly, pursuant to Article 98 of the Constitution, the courts in the Republic of Macedonia base their decisions on the Constitution, the legislation and the international treaties ratified in accordance with the Constitution. Thus, when issuing any decision, the courts are free to directly (without previous enactment of special, supplementary legal acts or by-laws) apply the provisions of any international convention, , previously ratified by the Parliament of the Republic of Macedonia.

Republic of Macedonia is a signatory to a number of international acts relating to issues of gender equality and women's status. As a successor country to the former Socialist Federal Republic of Yugoslavia, Macedonia has acceded to the UN *Convention on the Elimination of all Forms of Discrimination against Women.* The Convention came into force on September 17, 1991, when the country assumed the required obligations before the international community. Republic of Macedonia signed the *Optional Protocol to the Convention on Elimination of all Forms of Discrimination against Women in 2000, ratified it on June 24, 2003, and it came into force on October 17, 2003.* This Protocol acknowledges the competence of the Committee on the Rights of Women in its reviewing the applications submitted on behalf of individuals or groups, relating to the protection of rights stipulated in this Convention.

Part of the conventions of the International Labor Organization, to which Macedonia is a party, as a result of the succession to the former Kingdom of Serbs, Croats and Slovenians, former Federal People's Republic of Yugoslavia and the former Socialist Federal Republic of Yugoslavia, are as follows:

C2 Convention on Unemployment, 1919-

Official Gazette, no. 95-XXII dated April 30, 1927.

C3 Convention on the Protection of Motherhood, 1919-

Official Gazette, no. 95-XXII dated April 30, 1927.

C8 Convention on Unemployment (Shipwreck) Compensation, 1920-

Official Gazette, no. 44-XVI dated February 25, 1930.

C14 Convention on Week's Rest (industry), 1921-

Official Gazette, no. 95-XXII dated April 30, 1927.

C17 Convention on Workers' Compensation (Accidents), 1925-

Official Gazette, no. 95-XXII dated April 30, 1927.

C18 Convention on Workers' Compensation (Occupational Diseases), 1925-

Official Gazette, no. 95-XXII dated April 30, 1927.

C19 Convention on Treatment Equality (Compensation of Accidents), 1925-

Official Gazette, no. 95-XXII dated April 30, 1927.

C29 Convention on Forced Labor, 1930

C45 Convention on Underground Work (Women), 1935

C48 Convention on Maintaining of Immigrants' Pension Rights, 1935

C81 Convention on Labor Inspection, 1947

Collection of OUN Agreements, book 54, Annex to the Official Gazette of the Federal People's Republic of Yugoslavia, no. 5/1956, Collection of Agreements of the Federal People's Republic of Yugoslavia, book no. 57/1956

C89 Convention on Night Work (Women), (Revised), 1948

Collection of OUN Agreements, book 81, Annex to the Official Gazette of the Federal People's Republic of Yugoslavia, no. 12/1956, Collection of Agreements of the Federal People's Republic of Yugoslavia, book no. 19/1957

C98 Convention on the Right to Organizing and Collective Agreement, 1949

Annex to the Official Gazette of the Federal People's Republic of Yugoslavia, no. 11/1958, Collection of Agreements of the Federal People's Republic of Yugoslavia, book no. 11/1956

C100 Convention on Equal Reward, 1951-

Official Gazette of the Presidium of the National Assembly of the Federal People's Republic of Yugoslavia, no. 2/1952, Collection of OUN Agreements, book 156, Collection of Agreements of the Federal People's Republic of Yugoslavia, book no. 11/1952

C102 Convention on Social Protection (Minimum Standards), 1952

C103 Convention on Motherhood Protection (Revised), 1952-

Collection of Agreements of the Federal People's Republic of Yugoslavia, book no. 9/1955, Collection of Agreements of the Federal People's Republic of Yugoslavia, book no. 23/1956, Collection of OUN Agreements, book 214

C105 Convention on Forced Labor Revocation, 1957

Official Gazette of the Republic of Macedonia, no. 6/2003 (in international Agreements)

C106 Convention on Week's Rest (Trade and Administration), 1957

C111 Convention on Discrimination (Employment and Occupation) 1958-

Annex to the Official Gazette of the Federal People's Republic of Yugoslavia, no. 3/1961

C122 Convention on Employment Policy, 1964-

Official Gazette of the Federal People's Republic of Yugoslavia, no. 34/1971 (in international treaties and other agreements)

C129 Convention Labor Inspection (Agriculture), 1969-

Official Gazette of the Federal People's Republic of Yugoslavia, no. 22/75

C131 Convention on Defining the Minimum salary, 1970

C132 Holidays with Convention on Payment (Revised), 1970

C143 Convention on Emigrant Workers (additional provisions), 1975

C155 Convention on Professional Protection and Health, 1981

C156 Convention on Workers with Family Responsibilities, 1981

Official Gazette of the Socialist Federal Republic of Yugoslavia, international agreements, no. 7/87 dates July 3, 1987.

BAN ON DISCRIMINATION IN THE LEGAL SYSTEM OF THE RM

Undoubtedly, the fundamental principle of the mentioned constitutional system is the principle of equality, i.e. non-discrimination, in compliance with which Article 9 of the Constitution of the Republic of Macedonia stipulates that "the citizens of the Republic of Macedonia are equal in their freedoms and rights, irrespective of the ***gender***, race, skin color, national or social origin and religious belief, property and social status. The citizens are equal before the Constitution and the laws..."

Such a clause is also included in Article 54 of the Constitution of the Republic of Macedonia, according to which:

"The human and citizen's freedoms and rights can only be restricted in cases prescribed by the Constitution.

The human and citizen's freedoms and rights can only be restricted during a war or state of emergency, in accordance with the Constitution.

Freedoms and rights restrictions may not be discriminatory on the basis of gender, race, skin color, language, religion, national or social origin, property or social status.

Freedoms and rights restriction cannot be related to the right to life, prohibition of torture, inhuman and degrading treatment and punishment, legal definition of punishable acts and punishments, or to the freedom of belief, conscience, thought, public expression of thought and faith.

The Constitution of the Republic of Macedonia identifies two kinds of human freedoms and restriction of rights: restrictions enumerated in guaranteeing individual freedoms and rights[2], and a general provision on restricting the freedoms and rights during a war or state of emergency.

Especially important is the ban on discrimination in the cases of human freedoms and rights restriction, as well as the strict ban on the restriction of certain human freedoms and rights. In this sense, the restriction of human freedoms and rights cannot be discriminatory on the basis of gender.

Acquiring the character of a right, the "non-discrimination in enjoying the rights" obliges the state to take certain measures in sanctioning the non-application of this right. In this sense, the Criminal Code incorporates a provision by means of which the violation of the citizens' equality is subject to criminal sanctions (Article 137 of the CC) *"(1) A person who, based on the gender, race, skin color, national and social origin, political and religious conviction, property and social status, language or other similar features deprives of or restricts the rights of a human being and citizen, defined by the Constitution, law or ratified international treaty or, based on such differences, grants privileges to citizens, contrary to the Constitution, law or ratified international treaty, will be punished by imprisonment in duration of three months to three years. (2) If the act in Paragraph 1 is committed by an official during service, the official will be punished by imprisonment in duration of six months to five years".*

In accordance with the above-mentioned principle of nondiscrimination in Article 9 of the Constitution, equality between genders is constitutionally proclaimed. Beside this provision, the Constitution of the Republic of Macedonia contains several other provisions of general character, in the part addressing economic, social and cultural rights, which affirm the special protection of women, primarily as a mother and worker, and which are used as a basis for the protective legislation in the field of family relations and employment. Thus, according to Article 40, paragraph 1 of the Constitution, the state provides special care and protection to the family. Article 41, paragraph 1, recognizes the right to free decision on the procreation of children, while according to Article 42, paragraphs 1 and 2, the state provides special protection to mothers, children and minors. Minors and mothers have the right to special protection at work.

These constitutional provisions are further elaborated in a number of legal texts in the fields of criminal, family, labor legislations, as well as in other laws and bylaws.

LEGAL PROTECTION

The protection of human freedoms and rights is a constitutional category. Accordingly, pursuant to Article 50 of the Constitution of the Republic of Macedonia, every citizen can seek protection of freedoms and rights, stipulated by the Constitution before regular courts, as well as before the Constitutional Court of the Republic of Macedonia, within a procedure based on the priority and urgency principles.

Paragraph 2 of the same Article, guarantees application of the principle of two instance court procedures in the Republic of Macedonia. All appealed first instance verdicts are subject to revision by the

[2] This kind of restriction is stipulated with the following freedoms and rights: *inviolability of human freedom* (Article 12 of the Constitution); *confidentiality of correspondence* (Article 12, paragraph 1 of the Constitution); *freedom of association* (Article 20 of the Constitution); *the right to peaceful gathering* (Article 21 of the Constitution); *inviolability of the home* (Article 26 of the Constitution); *the right to free movement in the territory of the Republic and free choice of place of residence* (Article 27 of the Constitution); *the right to ownership* (Article 30 of the Constitution); *the right to founding trade-unions* (Article 37 of the Constitution); and *the right to strike* (Article 38 of the Constitution).

immediately superior court. In certain cases, third instance decision-making is prescribed. Appealing a second-instance verdict has a suspending and devolutionary effect (suspends effectiveness and enforceability of the first-instance verdict), and it is decided upon by the Supreme Court. Two instance procedures are guaranteed in relation to all administrative acts, as well. Also guaranteed is judicial protection (administrative dispute) of the legality of individual acts of the state administration, as well as other institutions, which exercise public mandate.

A decisive importance in the efficient exercise of human rights lies in the independent and autonomous implementation of the judicial function. Through a number of its provisions, the Law on Courts guarantees the judges' independence in carrying out the judicial function. Besides, aiming at an efficient accomplishment of the legal protection, the Law stipulates that every state body, when the issue is within its competencies, is obliged to provide for enforcement of a court decision. Enforcement of an effective and enforceable court decision is carried out in the quickest and most efficient manner possible, and it cannot be hindered by a decision of any other state body.

The Constitution of the RM of 1991 stipulates the following kinds of freedoms and rights protection:

1. judicial protection

   -by the regular courts

   -by the Constitutional Court of the RM

2. by the Ombudsman
3. by the Permanent Survey Committee of the Parliament of the RM, as a task force of the Parliament of the RM

The Law on Courts of 1995 (Official Gazette no. 36/95), in its Article 6 stipulates that the courts protect human and citizen's freedoms and rights, as well as the rights of other legal entities, unless, based on the Constitution, this is within the jurisdiction of the Constitutional Court of the RM. The jurisdiction of courts also includes the protection of citizens against illegal individual acts of the state administration, and other institutions which exercise public authorities, which is in compliance with Article 15 of the Constitution of the RM, reading: *"The right to appeal individual legal acts issued within a first instance procedure before a court, administrative body or organization, or other institutions exercising public authorizations is guaranteed"*.

Equality among citizens, i.e. equality between men and women, beside the protection by regular courts, also enjoys the Constitutional Court's protection.

Namely, the most direct constitutional protection against the violation of human rights is provided through the institute of individual petition to the Constitutional Court of the Republic of Macedonia. Pursuant to Article 110 of the Constitution of the Republic of Macedonia, the Constitutional Court of the Republic of Macedonia immediately protects the human and citizen's freedoms and rights, which pertain to the freedom of belief, conscience, thought and public expression of thought, political association and action and the prohibition of discrimination on any basis, among which the gender based one, as well.

The procedure of protection of freedoms and rights before the Constitutional Court is regulated by the Rule Book of the Constitutional Court, according to which a citizen is entitled to seek protection of freedoms

and rights before the Constitutional Court, within 2 months from the day of submission of a final or effective act, i.e. from the day of becoming aware of the violating action taken, but not later than 5 years from the day such action has been taken. As a rule, the Constitutional Court decides on the basis of a public hearing held, to which the parties to the procedure are invited, along with the Ombudsman. By means of a decision on the protection of freedoms and rights, the Constitutional Court will determine whether their violation has occurred or not, and depending on the determination it will revoke the individual act, ban the action resulting in the violation, or reject the request. The Constitutional Court can issue a decision delaying the individual act's enforcement or effect, until a final decision is made. The court will, by means of the same decision, apply the institute of restitution to a previous state (restitution ad integrum), and in case this is impossible, material satisfaction is adjudicated.

Together with the immediate Constitutional Court's protection, within its primary competence – control of constitutionality and legality, the Constitutional Court also conducts, on a permanent basis, the so called abstract protection of human rights, through the capacity to revoke those provisions in the laws and bylaws which contradict the Constitution, i.e. which are in violation of the constitutionally guaranteed rights.

In accordance with the above stated, the citizens' right to equality, and, in this sense, gender equality, enjoys Constitutional Court's protection. Based on the data available to the Constitutional Court, in the period from 1996 to 2000, a total of 36 individual citizen's petitions were submitted to the Constitutional Court for human freedoms and rights protection. Out of this number, 14 were in relation to the ban on discrimination, of which only in 2 cases the petitions submitted were in relation to gender-based discrimination. The Constitutional Court's data indicate that only a very small percentage of women submit individual petitions related to discrimination cases. Namely, of the said 14 such petitions, only in 3 cases the petitioners were women. In 2001, the Constitutional Court issued 5 decisions based on the human freedoms and rights protection related petitions and none of these decisions was in relation to gender based discrimination, while in 2002, out of 9 such decisions, again, none was in connection with the gender based discrimination.

The criminal and legal protection of discriminatory acts and actions, directed against women's freedoms and rights is provided in Article 137 of the Criminal Code, which in Chapter 15 – "Criminal offenses against the human and citizen's freedoms and rights" sanctions the violation of citizens' equality. The Criminal Code stipulates imprisonment in duration of three months to three years for acts which deprive of or restrict the human or citizen's rights, defined by the Constitution, law, or ratified international treaty, on the basis of gender, race, skin color, national or social background, political or religious belief, property or social status, language or other personal feature or condition, i.e. for acts which, on the basis of these differences grant privileges to citizens which are contradictory to the Constitution, law, or ratified international treaty. A qualified kind of this criminal offense is when it is committed by an official during service, which entails stricter imprisonment of six months to five years. However, data from the Institute of Statistics indicate the insignificant number of petitions filed in relation to this criminal offense: in 1996 only one petition was filed, and in 1997 two of them. According to the data from the Institute of Statistics, in the period 1995-1997 no convictions have been recorded for this criminal offense. In 1998 there were 5 women and 85 men convicted for this criminal offense, in 1999 – six women and 61 men, in 2000 – 2 women and 35 men and in 2001, there were 2 women and 56 men were convicted (for more details refer to Annex no. 1 with statistical data, at the end of the Report).

The criminal and legal protection of human and citizen's freedoms and rights belongs among the most efficient forms of protection in cases of human freedoms and rights violations. The Criminal Code, in a

special chapter, entitled *Criminal offenses against the human and citizen's freedoms and rights,* stipulates, besides the criminal offense *violation of citizens' equality* (Article 137); the criminal offenses of *coercion* (Article 139), *abduction* (Article 141), *torture* (Article 142), *molestation during service* (Article 143); *violation of the right to apply for legal remedy* (Article 153);

Apart from the protection of these freedoms and rights, the Criminal Code also prescribes protection of other rights, by defining the *criminal offenses against life and body* (Chapter XIV); *criminal offenses against honor and reputation* (Chapter XVIII); *criminal offenses against sexual freedom and sexual morality* (Chapter XIX); *criminal offences against the marriage, family and youth* (Chapter XX); *criminal offenses against human health* (Chapter XXI); *criminal offenses against humanity and international law* (Chapter XXXIV).

The Role of the Ombudsman: the establishment and functioning of the Ombudsman in the Republic of Macedonia are regulated by the Law on Ombudsman (Official Gazette no. 60/03).

The Ombudsman is a body of the Republic of Macedonia, with the head office in Skopje, which protects the constitutional and legal rights of the citizens and all other parties, in case of such rights' violation by acts, actions and omissions of actions of the state administration bodies and other bodies and organizations exercising public mandate, and which takes actions and measures to protect the principles of nondiscrimination and just representation of persons belonging to all communities in the government authority bodies, local self-government bodies and public institutions and services. The Ombudsman carries out his/her competencies on the basis and within the prescriptions of the Constitution, law and international treaties ratified in accordance with the Constitution. He/she is independent and autonomous in performing its function and funded from the budget of the Republic of Macedonia.

The Ombudsman is elected by the Parliament of the RM, upon a proposal of the competent Parliamentary committee. He/she is to meet the general conditions, stipulated by the law, for becoming an employee of a state administration body, to be a graduate lawyer with more than nine years of experience in legal matters, with activities proven in the field of citizen's rights protection and to enjoy high esteem, for holding the position of an Ombudsman. The Parliament of the RM elects and dismisses the Ombudsman by majority of votes of the total number of Members of the Parliament who belong to the communities, which are not the majority in the Republic of Macedonia. The Ombudsman has several deputies, and their number is determined by the Parliament of the RM, upon the Ombudsman's proposal. The Ombudsman and his/her deputies are elected for an eight-year mandate, with a right to one reelection.

With respect to his/her competences and method of work, the Ombudsman can institute a procedure at his/her own initiative, if he/she assesses that the citizens' constitutional and legal rights have been violated, or initiate a procedure upon an application submitted by a citizen, if the latter has assessed that his/her constitutional and legal rights have been violated, or if the principles of nondiscrimination and just representation of persons belonging to all communities in the state administration bodies, local self-government bodies and public institutions and services have been violated. In the communication with the Ombudsman, any party is free to use one of the official languages with its respective alphabet, while the Ombudsman responds in the Macedonian language and its Cyrillic script, as well as in the official language and the alphabet used by the party submitting the application.

Upon receiving an application, the Ombudsman can decide not to initiate a procedure if: the application is anonymous (except if a matter of common interest is in question); the application is used to

offend the body or to abuse the right to submit an application; the application is incomplete and if the submitting party has not completed the application, after previously having been advised by the Ombudsman to do so; it can be concluded from the application that a case of minor importance is in question, which could not produce appropriate results even after a completed investigation; it arises from the motion, the circumstances and the facts and evidence attached that there has been no violation of constitutional and legal rights of the submitting party or of the party on behalf of whom the motion has been submitted by the competent bodies; if the Ombudsman is not competent to act; or if more than a year has elapsed from the action or the last decision of the body, organization or institution, unless the Ombudsman estimates that the submitting party has failed to observe the deadline for justifiable reasons and that there is an ongoing court procedure in relation to the case referred to in the application.

In order to examine the application, the Ombudsman can, within his/her competences, take the following actions and measures: request necessary explanations, information and evidence relating to the allegations in the application; enter the official premises and have direct insight into the objects and matters within the competencies of the organ; to invite an elected or appointed person, an official or any other person who can give certain details during the procedure; to ask for an opinion from scientific and professional institutions and take other actions and measures prescribed by the law or another regulation.

The competent bodies and organizations are required to cooperate with the Ombudsman and, at his/her request, submit all the necessary information, regardless of the confidentiality level, in order to assist in the accomplishment of his/her function.

If the Ombudsman detects violation of the constitutional and legal rights of the applicant, or if other irregularities are present, he/she can: give recommendations, suggestions, opinions and indications on the way of removing the violations detected; propose that certain procedure be reapplied in compliance with the law; launch initiative for opening a disciplinary procedure against the official, i.e. responsible person and lodge a request to the competent public prosecutor for initiating a procedure with a purpose of determining criminal responsibility.

Regarding the publicity of activities, the Ombudsman should submit an annual report on his/her work, the publication of which in the mass media is compulsory. The Ombudsman can submit a separate report relating to his/her competences in terms of the bodies of the local self-government units in the territories of which an office is established as the Ombudsman's organizational unit.

The information received so far from the Ombudsman's Office indicate absence of any application related to the violation of a constitutional or legal right submitted by women (e.g., out of 1,000 applications, none is submitted with regard to gender discrimination). There is a need for improved information of the broader public on the competences and activities of the Ombudsman, in relation to the protection and enhancement of human rights, including the women's rights, which will help considerably in the achievement of actual gender equality.

One of the deputies of the Ombudsman is a woman who monitors the human rights and pays special attention to the women's rights.

Permanent Survey Committee for Protection of Citizen's Freedoms and Rights: In order to protect the human and citizen's freedoms and rights, the Parliament of the Republic of Macedonia founded a Permanent Survey Committee for Protection of Citizen's Freedoms and Rights (Article 76, paragraph 4, of the Constitution). Its findings present a basis for initiating a procedure with a purpose of determining the

responsibility of the public position holders. This responsibility primarily refers to the acts and behavior of the holders of such positions, by which the citizens' freedoms and rights are violated or threatened. In its work, the Committee cooperates with scientific and professional organizations in the sphere of citizen's freedoms and rights protection, with appropriate foreign and international bodies in the field of citizen's freedoms and rights protection, as well as with appropriate working bodies in the Parliament.

The data presented (on all possible protection mechanisms) clearly indicate that the citizens of the Republic of Macedonia, including women, use the existing mechanisms and legal means for protection of the freedoms and rights in case of their violation to an insufficient extent, which is mainly due to the inadequate knowledge about the guaranteed freedoms and rights and methods of their protection.

Bearing this situation in mind, and considering the constitutional provision contained in Article 50, according to which the citizens are entitled to be familiar with the human rights and actively contribute to their promotion and protection, the Government of the Republic of Macedonia, in *the **National Action Plan** adopted in December 1999, in the part rela..ıg to the women's human rights, set the following strategic goals: provision of full enjoyment of all human rights and fundamental freedoms for women and female children and elimination of any kind of discrimination; bridging the gap between the guaranteed rights and freedoms and their effective enjoyment; building awareness of the existence of the rights and the natural need for enjoying them. The following activities are meant to be taken for accomplishment of these strategic goals:*

1. Broad and multidirectional education through: promotion of human freedoms and rights and familiarizing with the mechanisms of their protection; promotion of legal culture programs (introduction to the national legislation and international women's rights protection norms and instruments; incorporation of the human rights matter into the primary and secondary education curricula); launching campaigns related to the equality of men and women in the public and private life; special training on human rights for civil servants, social and health care workers, teachers at all levels of education, judges, politicians, etc.;

2. Intensive information activity through: continuous provision of information on women's human rights; inclusion of the gender-related dimension in the information on various issues; familiarization with the international documents and instruments; presentation of cases of women's human rights violation; familiarization with the right to indemnification;

3. Re-examination and amendment of the legal regulations and bylaws, in order to overcome the discriminatory solutions (norms);

4. Additions to the criminal, administrative, labor, family and inheritance regulations with the provisions of mechanisms for prevention of discrimination and its sanctioning;

5. Providing effective protection against and punishment in cases of women's rights violation, regardless of the offender's status and his relations to the victim;

6. Simplification of the administrative procedures;

7. Organizing free legal aid for women who cannot afford it;

8. Continuous monitoring of the issue of women's human rights; and

9. Establishment of interdepartmental monitoring body, which would, along with civil servants, include representatives of women's non-governmental organizations and experts.

Together with the protection of human rights in the domestic legal system, the ratification of the European Convention on Human Rights is another opportunity for the citizens of the Republic of Macedonia to seek protection of their rights before the European Court for Human Rights, which represents the most efficient and complex international system for human rights. Protocol 12 to the ECHR, which has been signed by the Republic of Macedonia, is at the stage of ratification.

In this context, and in compliance with its determination to fully respect and promote human rights, the Republic of Macedonia is a member (as described above) of all fundamental UN conventions related to human rights' protection, including the Convention on Elimination of all Forms of Discrimination against Women. The Republic of Macedonia has also signed the Optional Protocol to this Convention in June, 2000, ratified it on June 24, 2003 and it came into force on October 17, 2003. Also, the Republic of Macedonia has ratified the Optional Protocol to the International Covenant on Civil and Political Rights in 1971 (Official Gazette of SFRY (international Treaties) n). 77/71), and Macedonia is a member of this treaty by virtue of succession to the former SFRY with the effect as of November 17, 1001, whereby acknowledging the competence of the Committee for Human Rights to receive and consider individual petitions, including gender-based discrimination related individual petitions. As mentioned above, at regional level, the Republic of Macedonia is a party to the European Convention on Human Rights of the Council of Europe, which is a conditio sine qua non for any democratic country in Europe. Republic of Macedonia took active part in the designing ,and supported the adoption of the 12th Protocol of the European Convention on Human Rights, which extends and precisely defines the anti-discriminatory clause in Article 14 of this Convention. Republic of Macedonia also observes all relevant documents of OSCE and bases its policy upon these important political documents.

ARTICLE 3: WOMEN'S DEVELOPMENT AND PROGRESS

The member states undertake in all fields, especially in the political, social, economic and cultural ones, all appropriate measures, including the legislative ones, for provision of comprehensive development and progress of women, with a purpose of guaranteeing them to, equally with men, exercise and enjoy the human rights and fundamental freedoms.

In a democratic country like the Republic of Macedonia, enjoyment of human rights and fundamental freedoms is equally guaranteed to all citizens, without gender discrimination, which is one of the basic principles of the Macedonian Constitution.

In the past few decades, new boundaries of human rights and fundamental freedoms have been identified, especially by the feminist movements and arising from the broad acknowledgement of the new awareness in women. Overall control of their own life and body, freedom from violence, freedom of choice in all aspects of the public and private life, are now grasped by some women in the country as integral parts of their fundamental freedom and general approach toward the human rights. Yet, a great deal remains to be done.

The authorities take series of measures to promote the rights of women in the country.

Pursuant to the Decision of the Government of the Republic of Macedonia, and in compliance with the Beijing Declaration and Action Platform, the Unit for Promotion of Gender Equality was established, within the Ministry of Labor and Social Policy, in January 1997. The Government provided the necessary

premises for the Unit. However, special funds defined in the state budget are still missing and the Unit operates with one full-time employee. The Unit is funded by the resources allocated to the Ministry of Labor and Social Policy.

The main task of the Unit is to positively influence the promotion of women's position, in accordance with the international conventions and documents ratified or joined by the Republic of Macedonia, and in accordance with the activities for designing a clear concept and strategy for overcoming the problems faced by the women in the country.

The Unit's tasks can be grouped in the following way:

- participation in the work of specialized bodies (commissions and committees) dealing with the gender related problems (mainly those of the Council of Europe, UN and OSCE);

- monitoring the development of international threats against the human rights, participation in the preparation of comparative surveys of the domestic legal regulations' compatibility with the relevant international documents in the field of gender equality, which the Republic of Macedonia has joined. In this respect, the Unit for Gender Equality initiated amendments to the legal regulations or adoption of new regulations, etc;

- the Unit coordinates project implementation in the field of gender equality, prepares reports for the international conventions in the field of gender equality, prepares reports on the women's status in the Republic of Macedonia;

- the Unit arranges working meetings with the competent ministries and administrative bodies, international and domestic non-governmental organizations, then organizes seminars, etc;

In this context, it is worthwhile mentioning that the Unit revived the National Committee, which had been established in order to prepare the National Report on the Participation in the 5th International Conference of UN on Women, held in Beijing, in 1995.

The National Committee includes members from governmental institutions and non-governmental organizations, and, among other issues, its task is to prioritize the assessments of the proposed projects and verify their results.

During 1998, the Unit supported the initiative of a group of Members of the Parliament of the Republic of Macedonia, who introduced the Declaration on the Development of Equality between Men and Women into the decision making process (Official Gazette of the Republic of Macedonia, no. 32/98).

The same year, within the Consensus Program, the Unit prepared a comparative survey of the social protection and social insurance regulation, from the gender perspective, in order to achieve compatibility with the directives of the European Union. These activities were supported by the European Commission.

During 1999, the Unit and the National Committee, within the project entitled 'Strengthening of the National Machinery for Women's Protection', supported by the UNDP Office in Skopje, prepared the National Action Plan for Gender Equality (NAPGE). This Plan was adopted by the Government of the Republic of Macedonia in December 1999. The Action Plan defines the tasks and measures necessary for achievement of these goals, arising from the existing gender equality situation in the Republic of Macedonia. The National Action Plan is the Government's instrument by means of which it informs the citizens on its priorities and activities in relation to the gender equality issues.

The Unit is thoroughly involved in the process of political empowering women in the country, which is one of the NAPGE's priorities. It strongly supports NGO projects related to this issue and participates in the work of the Macedonian Women's Lobby, for political strengthening of women.

In the part of NAPGE relating to the women's role in the Government and in the decision making process, one of the strategic goals is establishment of a Committee for Gender Equality within the Parliament of the Republic of Macedonia. The duty of this Committee will be to monitor the legal provisions proposed to the Parliament, in order to be able to intervene appropriately with a purpose of improvement of the legal provisions, as well as the women's status.

Aiming at the accomplishment of strategic goals of establishing the Committee for Gender Equality within the Parliament of the Republic of Macedonia, in January, 2001, the Unit started preparatory activities of informing and mobilizing the relevant participants in the Government of the Republic of Macedonia: the Prime Minister of the Republic of Macedonia, Members of the Parliament, women's forums at political parties, etc. These activities are supported by and implemented with the financial aid of the Austrian Government and within the Gender Equality Task Force of the SEE Stability Pact.

Within the project 'New Strategy of Gender Equality in the Republic of Macedonia', with the Austrian Government's financial aid and in cooperation with the Council of Europe, the Unit established a working group of 8 members, who are supposed to prepare a draft amendment to the election regulations at national and local level, with a purpose of stimulating as many as possible women candidates' presence in the election lists for the elections at national or local level. Article 31 of the ***Election Law (adopted in June, 2002), related to the election of Members of the Parliament of the Republic of Macedonia,*** was amended by including paragraph 2 which reads: *'In the proposed list of candidates based on the majority principle and in the list of candidates based on the proportionality principle, at least 30% of the proposed candidates shall be women and at least 30% of the proposed candidates shall be men' (since it was assumed that the Constitutional Court would reject the percentage stated, if it only related to women).* A similar process of inserting a 30% quota into the Law on Local Elections is under way.

With regard to education, the existing legislation regulating the education sector, treats equally the pupils and students population in terms of gender.

In the existing legislation regulating the primary education, i.e. the Law on Primary Education of 1995 (Official Gazette of the RM, no. 44/95, 29/2002, 52/2002), which is in compliance with the Constitution of the Republic of Macedonia, as well as in the reform programs for transformation of the educational system, evident efforts are made to provide equality between the male and female pupils, which is of fundamental importance and a precondition per se, for the advancement of the entire social system. This implies establishment of equal conditions from any aspect and, in this respect, equitable access to education and other kinds of training in the single educational system. Correspondingly, no discrimination is present in the subsystem of pre-school and primary education of female pupils, which indicates the absence of gender differences in terms of the fulfillment of fundamental rights and freedoms by the female pupils in the pre-school and primary education.

Also, the Law on Secondary Education of 1995 (Official Gazette of the RM, no. 44/95, 29/2002, 52/2002), Article 3, paragraph 2, contains an anti-discriminatory clause which reads: "*No discrimination on the basis of gender, race, skin color, national and social origin , political and religious belief, property and*

social status shall be allowed', and on the basis of which, women are guaranteed equitable access to secondary education.

The Law on higher education (Official Gazette of the RM, no. 64/200), through a separate article (Article 2), along with the Law on Amendments to the Law on Higher Education (Official Gazette of the RM, no. 49/2003), regulates the right of the citizens of the Republic of Macedonia to education at higher education institutions, under equal terms, which presumes equitable access to the higher education for both the male and female population.

Also, Chapter Two of this Law addresses the contents and protection of the autonomy of all higher education academic community members, and their intellectual freedom and the creative nature of the research and educational process are guaranteed, as supreme values and skills (Articles 10 and 11 of the Law on Higher Education), including the autonomy of higher education institutions management, as a segment of the overall academic freedom of the higher education institutions (Article 12 of the Law on Higher Education). Here, the autonomy inviolability refers to performing higher education and other activities, which means protection of the academic community members' rights against human and citizen's discrimination related to gender, race, skin color, national and ethnic origin, social origin, political and religious belief and belonging, property and social status (Article 13). In this article, exactly the right to protection against gender based discrimination has priority, in the order of the academic community members' rights, thus putting the emphasis on the importance of this matter in the text of the law and making no gender based difference whatsoever.

Although without specific provisions directly relating to this issue, the Law on Pupils' and Students' Standard of 1998 also addresses this activity as a unique one for pupils and students, not discriminating the members of either gender.

The report has used appropriate statistical data on the situation in particular education segments, i.e. primary, secondary and higher education, as well as on the pupils' and students' standard, for the reporting period, obtained from the State Institute of Statistics of the Republic of Macedonia, presented in the statistical data contained in the Annexes to the Report.

Also, there are numerous activities of the non-governmental organizations in this segment. For more details on some of them, please refer to the explanation of Article 7 (c).

ARTICLE 4: ADVANCEMENT OF EQUALITY BETWEEN MEN AND WOMEN

1. The adoption of special temporary measures by the member states, aiming at speeding up the accomplishment of de facto equality between men and women, is not considered discrimination, as defined in this Convention, but it may not by any means have unequal or different criteria as a consequence, and these measures will cease to be valid when the goal of giving everyone equal opportunities and treatment is achieved.

2. The adoption of special measures by the member states, including the measures contained in this Convention aiming at protection of motherhood, is not considered discrimination.

Equality between men and women is a constitutional category in the Republic of Macedonia.

Today, the Republic of Macedonia has no official policy whatsoever for de facto advancing equality, or for introducing temporary special measures (positive actions) at national level. No temporary measures have been adopted in the Republic of Macedonia, aiming at the implementation of the actual equality between men and women, as this right is protected at constitutional level.

(1) Supporting the above is the enactment of the Declaration on Gender Equality in the Decision-making Process by the Government of the Republic of Macedonia, in 1998.

However, the new Election Law (as it has already been stated in the comment on Article 3, above) stipulates a 30% quota for either gender in the lists of proposed parliamentary election candidates. The same is planned for the new law on Local Elections, which is being prepared.

2) Article 42 of the Constitution of the Republic of Macedonia, with regard to the fundamental human and citizen's rights, guarantees the special protection of minors and mothers at work, taking into account their special status. The Law on Employment follows the Constitutional provisions, and by means of its Articles 58 -68 regulates the special protection of women.

Thus, employed women in Macedonia enjoy all the rights to protection at work and during pregnancy. They may not be assigned to duties, which may have harmful effects on their health condition, or work nights. This kind of protection also applies to an employed woman with a child, less than two years of age.

ARTICLE 5: GENDER RELATED ROLES AND STEREOTYPES

Member states take all the appropriate measures to:

a) change the social and cultural traditions in regarding the behavior of men and women, aiming at the removal of prejudices, as well as the customary or any other practice based on the concept of inferiority or superiority of the one or other gender, or of the traditional role of men and women;

b) enable for the family upbringing to include the proper understanding of motherhood as a social function and recognition of the mutual responsibility of men and women in the children's rearing and development, presuming in all cases that, first of all, the child's interests must have highest priority.

a) And while women accomplish an ever-increasing number of goals in the society, the conventional concept of women still persists. This stereotype suggests that the core of the differences between genders is embedded in the inferior and unfavorable position, and it underlines the ancient division of roles between men and women in the sphere of family relations and wider.

The concepts of women created and/or transferred by the mass media have a significant role in the firming up of, but also in the combat against, the stereotypes about the woman and womanhood. The media influence, especially that of the television, and the effects produced are shown in a number of scientific researches, and therefore it seems that further elaboration of this topic is unnecessary.

The issue of one of the aspects of presenting women by the electronic media in Macedonia is covered by part of the provisions of Article 35 of the Law on Broadcasting (Official Gazette of the RM, no. 20/97). According to this article:

"Indecent contents must not be presented in the program, especially not those with pornography and violence.

No programs can be broadcast which may have harmful influence on the physical, spiritual or moral development of children and young people.

Films or other programs which may have harmful influence on the psychophysical development of children and young people can only be presented between 24.00 and 06:00 o'clock."

The Broadcasting Council of the Republic of Macedonia, as an independent regulatory body, conducts permanent monitoring of the electronic media (radio and TV stations)[3]. Based exactly on the data obtained through this monitoring, the Broadcasting Council takes measures against those radio and TV stations which do not respect the Law[4]. Disrespect for Article 35 has frequently been the reason for taking measures, especially in relation to television commercial messages for the so-called "hot lines" and programs with pornographic contents[5]:

1. In 2002, eight times were first warnings sent to the same number of TV stations. One of the TV stations was given a second warning. In October, 2002, the Council publicly named eight television stations who broadcast "hot line" advertisements, containing scenes of explicit pornography and warned them that misdemeanor procedures were going to be initiated against them;
2. In 2001 two first warnings and five second warnings were sent, and in three cases inspection's supervision was requested from the competent inspectorate (in this case, the State Market Inspectorate). A total of seven television stations were involved in these measures;
3. The number of measures taken is highest in 2000 – 22 first and five second warnings, while in four cases inspection's supervision was requested. The measures involved 16 TV stations and one radio station. In the case of a television station, the Inspectorate lodged a request to the Court for initiating a misdemeanor procedure. In the case of another television station, the inspectors were denied entrance to the station".

The measures taken during this three-year period aiming at the elimination of pornography from the television programs were supported by the non-governmental and religious organizations, by the Consumer Protection Organization, as well as by a number of spectators who called the open telephone line of the Council. This resulted in an improved level of complying with Article 35 of the Law on Broadcasting by the radio and TV stations.

The fact that the media monitoring is the Council's continuous activity, i.e. the awareness that their programs are subject to analysis, certainly contributed to a more professional behavior of the electronic media. However, striving to achieve better results, which would last longer than those reached by the

[3] The Broadcasting Council was established in 1997 and it represents the interests of the citizen's of the Republic of Macedonia in the sphere of broadcasting. It fulfils its obligations by submitting proposals for granting and denial of concessions, through providing implementation of the provisions of the Law on Broadcasting and through concession contracts, as well as through the promotion of radio and television programs' contents standards, their technical quality, etc.

[4] Pursuant to Article 32 of the Operating Procedures of the Broadcasting Council, if it is determined that some broadcasting organization does not observe the provisions of the Law, the Council can apply the following measures: written warning (first warning); written warning with a request that it be broadcast by the broadcaster to whom it relates (second warning); request to the inspection bodies to take measures prescribed in the supervision procedure and a proposal for taking the concession away, in accordance with Article 19 of the Law on Broadcasting. Operating Procedures of the Broadcasting Council, Broadcasting Council' Bulletin, no.: 1, 1998;

[5] Data taken from the Broadcasting Council's database.

monitoring and sanctioning only, the Council initiated enactment of the Advertising Code – a self-regulatory act that is supposed to be adopted by the advertisement industry in Macedonia. It can be expected that this document, as well as the process of discussions during its enactment in general, will lead to all advertisement industry entities' arriving at much more uniform positions in terms of a number of important issues in advertising, among which those related to the advertisements' contents, from the point of view of presenting women.

The Council suggested for the Code to include provisions against the improper presentation of women in the commercials. In November, 2002, a panel discussion entitled: "Advertising Code, Self-regulation in the Sphere of Advertising" was organized in Skopje by the Broadcasting Council. Participants in it were representatives of advertisers, advertising agencies and media, then nongovernmental organizations who protect the consumers' rights, organizations for protection of women's rights, as well as expert in the field of advertising. The materials disseminated by the Council at the Panel Discussion included the Resolution on Discrimination of Women in Advertising, adopted by the European Parliament[6].

Advertising, however, is not the only sphere where efforts should be made to improve the presentation of women. Interesting indicators resulted from the research, which was conducted during the parliamentary elections in 2002, by the Women's Election Press Center – Documentation and Information Unit. The results, published in March 2003, in the brochure "Elections 2002: Why just 18.3%?", also include those relating to the analysis of the presentation of women candidates for Parliament Members in the television programs. The sample of both periods researched covers the major informative programs on the three national television stations – the First Program of the Macedonian Television, A1 and Sitel.

In the first period, from August 26 to 30, subject to the analysis were the reports on election activities of the political entities, internal politics, culture, education and social affairs. During the ten hours of broadcast, the period of the first sample, women are presented as subjects for 34 minutes (5.7%), and mainly with minor roles. Namely, out of the total of 310 persons mentioned in the news programs, only 29 (9.3%) are women, and only 12 (3.9%) of them are quoted or presented. In the reports on the elections, on the other hand, there was only one presented woman candidate running for a Member of Parliament, who addressed the voters, although in the candidate lists there were 1099 women.

The sample from the second research period (September 6 – 9, 2002) lasts 2 hours and 12 min., as the analysis is focused on the reports relating to the elections (rallies, press-conferences, politicians' statements). The major presentations include 71 persons, of whom just 4 women. In the reports, 119 persons are mentioned, including only 9 women, while only one woman is presented while speaking and one is shown.

In both of the research periods, women are presented mainly in the audience, or at the stage, but far from the microphone to which some of the men – candidates for Member of Parliament are speaking.

It seems that the data on the number of women employed at the radio and television stations are interesting, too. The tables below, containing data on the years 2000 and 2001, can give a general impression about the representation of women among the electronic media employees. However, as Table 1 shows, in most of the cases, for both years, the data presented refer to different numbers of media. Therefore, in Table 2 comments are made only on the indicators pertaining to the same number of media covered.

[6] Resolution on Discrimination of Women in Advertising EP A4-0258/1997;

TABLE 1. BROADCASTING COMMERCIAL ENTITIES INCLUDED IN THE RESEARCHES CONDUCTED IN 2000 AND 2001

Year	Public Broadcasting Enterprises		Trade Broadcasting Compan	
	national level	local level	national level	local level
Radio				
2000	1	27	1	55
2001	1	28	2	48
Television				
2000	1	11	2	42
2001	1	10	2	40

Source – State Institute of Statistics

TABLE 2. EMPLOYEES OF PUBLIC BROADCASTING ENTERPRISES AND COMMERCIAL BROADCASTING COMPANIES (situation as of December 31)

	2000		2001	
	Total	Women	Total	Women
Employees of the television section				
Public Enterprise - MRTV				
national level	770	282	759	281
Public Broadcasting Enterprises				
local level	28	15	-	-
Trade Broadcasting Companies				
national level	137	42	85	26
local level	446	154	402	154

Employees of the radio section

Public Enterprise - MRTV				
national level	416	201	400	189
Public Broadcasting Enterprises				
local level	180	72	162	64
Trade Broadcasting Companies				
national level	16	6	26	8
local level	267	85	198	74

Common employees*

Public Enterprise - MRTV				
national level	472	205	458	201
Public Broadcasting Enterprises				
local level	126	41	136	51

**employees working for both the radio and television sections of the broadcasting enterprises*

Source – State Institute of Statistics

At the Public Enterprise Macedonian Radio-Television, where the total number of employees in 2001 is reduced by 2.5% in comparison with 2000, exceptionally low reduction of the employees' number in Radio and Television can be observed.

The percentage of women employed with the Macedonian Television in 2001 amounts to 37%, and it is almost unchanged in relation to 2000, when it was 36.6%. There is a similar situation with the Macedonian Radio, where in 2001 women represent 47% of the employees, while in 2000 the percentage was 48%. The percentage of women's presence among the employees of the Macedonian Radio-television is unchanged and amounts to about 43%.

As it can be observed, a characteristic of the public sector at national level is that women constitute less than half of the total number of employees.

In commercial broadcasting companies, that broadcast television programs at national level, there is a noticeable reduction of the total number of employees, which affects equally men and women. In both of the research years, women present about 30% of the private national television stations' employees.

In the printed media, on the other hand, there has not been sufficient research conducted so far. Some information on the presentation of women and the topics concerning them in the printed media can be obtained from the Global Media Monitoring Project - GMMP 2000, which was implemented in 70 countries on February 1, 2000. Below are the results obtained from GMMP 2000:

The sample of this research in the Republic of Macedonia consisted of a total of 48 journalists' articles, in five daily newspapers. The articles were related to several topics, where the category of Politics/Government was awarded to 11 articles, while 9 of them dealt with Labor topics. However, most of the stories belonged to the category Other. The distribution of articles by categories can be viewed in Table 3.

TABLE 3: NUMBER OF JOURNALISTS' ARTICLES PER TOPIC (THE SITUATION IN MACEDONIA)

Art/Entertainment	1
Information on celebrities	
Crime/Law	1
Disasters, Accidents/Tragedies	
Education/Child Protection	2
Economy/business	1
Environment Protection	1
Health/Medicine/Safety	1
Human Rights	
International Crises	
Labor Related Topics	9
National Security	
Politics/Government	11
Poverty/Homelessness	
Religious Issue	2
Unrest/Demonstrations	
Science	
Sports	
Wars/Civil Wars/Terrorism	1
Other	18
Total	48

Source - GMMP 2002

Thirteen authors of articles signed their texts. Twelve of them are women and 1 is a man. On the other hand, out of 111 subjects in the articles, 12 are women (11%), while 99 (89%) are men (Table 4). The data reveal that there are more women among the authors of the texts than men, although this should be considered in the context of the fact that no data are present on the gender of the remaining 35 texts. Unlike this, men are eight times more represented as subjects of the articles than women.

TABLE 4: GENDER BASED STRUCTURE OF JOURNALISTS AND SUBJECTS IN THE ARTICLES

	AUTHOR OF ARTICLE				SUBJECT OF ARTICLE				
	F		M		F		M		
Macedonia	Br	%	Br	%	Br	%	N	%	Total
	12	92	1	8	12	11	99	89	124

Source - GMMP 2002

The following table (Table 5) offers indicators of the "visibility" of subjects. It provides data on the number of subjects quoted in the stories – three (25%) of the women and 30 (30%) of the men. On the photographs accompanying the articles, 5 (12%) female and 16 (16%) make subjects appear. If the assessments are looked at, women are more present on the photographs, but the small number of women among subjects, results in a reverse proportion.

TABLE 5: GENDER BASED STRUCTURE OF QUOTED SUBJECTS AND OF SUBJECTS PRESENTED ON PHOTOGRAPHS

	Women				Men				Total number
	Was the person quoted?				Was the person quoted?				
	No		Yes		No		Yes		
	No.	%	No.	%	No.	%	No.	%	
	9	75	3	25	69	70	30	30	111
Macedonia	Is there a photograph?				Is there a photograph?				
	No		Yes		No		No.		
	No.	%	No.	%	No.	%	Br	%	
	7	58	5	42	83	84	16	16	111

Source - GMMP 2002

Also interesting are the data on gender distribution of the authors of texts by topics. The stories in the category of Politics/Government were written by one men and two women journalists. The text of one-woman journalist belongs to the category of Health/Education, while the articles of the remaining 9 are in the category of Other. Again, these are data, which are difficult to make a comment on, exactly due to the fact that there are 48 stories, and only 13 authors are known.

Data relating to the distribution of subjects by topics are given in the sixth table. Twelve female subjects belong to several categories, as follows: one in Art/Entertainment/Celebrities; one in Politics/Government and 10 in Other. The situation with men is as follows: two in Crime/Law, two in Economy/Business, 10 in Health/Education, 23 in Politics/Government and 62 in Other. There are interesting figures in the category Politics/Government, where the proportion women/men is 1 : 23. It is also noticeable that there are no women among the subjects of the categories Health/Education, Economy/Business and Crime/Law.

TABLE 6: SUBJECTS IN ARTICLES BY MAJOR TOPICS

Macedonia	Art / Entertainment / Celebrities		Crime / Law		Disasters / Accidents		Economy / Business		Health / Education		Politics / Government		Sport		Other		Total	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M
	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
	1	-	-	2	-	-	-	2	-	10	1	23	-	-	10	62	12	99

Source - GMMP 2002

As regards the issue of the subjects' occupation/profession, data on women show that this information is unknown about two of them, three of them are politicians, four belong to the category of Government spokespersons, one is a celebrity, while two of them belong to the category of Other. Regarding the men, 49 are politicians, 12 are in the category of Government spokespersons, one is from Health/Education, three are in Business/Law and 34 in Other. It is interesting to note the score among the politicians: 3 women to 49 men (Table 7).

TABLE 7: OCCUPATION/PROFESSION OF SUBJECTS (GENDER BASED STRUCTURE)

Macedonia	No data		Politician		Government spokesperson		Health/ Education		Business/ Law		Celebrity		Athlete		Other		Total	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M
	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
	2	-	3	49	4	12	-	1	-	3	1		-	-	2	34	12	99

Source - GMMP 2002

Three of the articles give the women a central role, but none of the authors of the former is known. However, it is a conspicuous fact that none of the 13 authors whose gender could be identified, had placed a woman as a central subject of their stories.

All this indicators reveal that even if women are more represented as article authors, they have minor presence in the journalists' texts as subjects, especially as central subjects of the stories.

b). In order to change the social and cultural traditions with regard to the men's and women's behavior, as well as to remove the stereotypes, the Government of the Republic of Macedonia continuously implements specific activities, in compliance with the National Action Plan for Gender Equality Promotion, adopted by the Government of the Republic of Macedonia in December 1999.

The activities implemented with a purpose of accomplishing the above mentioned goal, relate to the organization of educational seminars in cooperation with domestic and foreign nongovernmental organizations and experts, aiming at the promotion of the standards for equality between men and women, in the family and social surroundings as a whole. These seminars heave been held at a number of local communities, with the participation of target groups of various structures: political parties, local self-government, nongovernmental organizations, trade unions and media.

The National Action Plan foresees undertaking of various activities especially with respect to women and education, and it stresses that education is women's human right and an important instrument in achieving equality. The following are underlined as priorities to be implemented in the coming period: uprooting of illiteracy among women, covering as many children as possible with the preschool education institutions' curricula, elimination of female students' abandoning the final classes of primary education, inclusion of as many female students from rural areas as possible into the secondary education, especially from the population of female students belonging to the Albanian and Roma communities, as well as emancipation of the curricula, textbooks and other aids from the gender based prejudices and elimination of the evident sexism from their contents.

Article 2 of the Family Law defines the family as community consisting of parents and children and other relatives, if they live in a common household. The Republic of Macedonia provides special protection to the family, motherhood, children, minors, parentless children and children deprived of parental care.

In exercising the right to free and responsible parenthood, parents are obliged to provide optimum conditions for healthy growth and development to their children, in the family and in society.

The relations between marriage partners are based on a free decision made by a man and a woman to conclude a marriage, on their equality, mutual respect and help for each other.

Both parents have equal rights and duties with regard to their children (parental right). Pursuant to Article 8 of the Family Law, the relations between parents and children are based on the rights and duties of the parents to care for the upbringing, protection and upbringing and education of their children and to develop their working capabilities and habits. The parental right is exercised by the parents, in accordance with the children's needs and interests and the interests of the social community.

Taking into consideration that motherhood as a social function and the recognition of joint responsibility of women and men in the children's upbringing and development present a basis for further upgrading of the principles of equality between men and women, the Unit for Promotion of Equality between Genders of the Ministry of Labor and Social Policy takes part in the reforms of the social protection that are in progress, in order to contribute to the revision and incorporation of the gender equality concept into the texts of the legal solutions which will thereafter, through further education or explanation, have to be implemented in practice. This especially refers to the part relating to the family, where disruption of the systems of values can be sensed, which influences the inappropriate attitude of children towards their parents and vice versa, especially with regard to female children.

ARTICLE 6: PREVENTION OF WOMEN'S EXPLOITATION

Member states undertake all appropriate measures, including the legislative ones, to prevent all kinds of trafficking in women, as well as to uproot women's prostitution.

a). TRAFFICKING IN HUMAN BEINGS

The conditions and problems caused by the illegal migration and trafficking in human beings in the RM escalated in the mid 90-s, with the onset of the processes in the political and economic systems of the newly established sovereign states of the eastern block. The majority of the population was confronted with the changes of ownership rights, standard of living decline, unemployment, which led to part of the citizens' trying to provide future existence through migrating to the Western European or other countries, which were thought to be able to ensure better earnings. In this respect, conditions were created where organized criminal groups found a variety of ways to illegally transfer people to the desired destinations, which was a very profitable business.

This phenomenon, in much smaller proportion though, was present in the previous period too, but then the RM most often was a transit territory for other Western European countries. However, tightening of the policy for Eastern European countries' citizens entering the European Union member states, along with the presence of a number of foreign military, as constituent parts of UNPREDEP, UNPROFOR, KFOR, and other foreign missions, made the RM both a territory across which people were illegally transferred and a territory of final destination for certain groups of immigrants, as well as for persons – victims of human trafficking.

Illegal migration and trafficking in human beings are interrelated, mainly due to the fact that persons organizing illegal transfers are simultaneously involved in "white slave" trafficking.

Subjects to human trafficking in the RM are primarily young girls and women, coming from the countries that used to belong to the former socialist block of countries in Southeastern Europe (Moldova, Ukraine, Bulgaria, etc.), where the initial "recruitment" and selection of the persons – victims of "white slave" trafficking is conducted, while in the RM they are "hired" at catering facilities.

Trafficking in human beings in the Republic of Macedonia has a single purpose of hiring girls as labor at various catering facilities (night bars, clubs, cafes and alike), where they work as waitresses, escort ladies, with the ultimate goal being their abuse for prostitution.

This scheme is very well elaborated by the owners of the abovementioned clubs, which know each other and communicate independently of the place in which they work. Furthermore, the owners of these clubs, due to the great number of girls very often place them in rooms which do not offer a minimum of living conditions or a minimum of hygiene maintenance.

On December 12, 2000 the Republic of Macedonia signed the UN Convention against Transnational Organized Crime (the so called Palermo Convention) with the Protocol for Prevention of Human Trafficking, Especially of Women and Children, and the Protocol for Prevention of Migrants Smuggling by Air and Sea which has confirmed the Government's determination and readiness for prevention and elimination of the increasing forms of transnational organized crime through strengthening of the international cooperation and the rule of law.

After signing the Convention and the Protocols, and in order to intensify the ratification process, an overall analysis of the compatibility of the provisions from the Convention with the legislation in the Republic of Macedonia has been conducted.

In cooperation with the United Nations Center for International Crime Prevention from Vienna, in June 2003 a work meeting was held in Skopje under the title of: "Pre-ratification Analysis of the UN Convention for Prevention of Trans-national Organized Crime and of the Protocols".

Representatives from relevant Ministries, judges, public prosecutors and international experts have worked out the provisions of the Convention by identifying the areas in the national legislation which have to be harmonized with the provisions of the Convention and the Protocols. The immediate result of the meeting held was the publication entitled: "The United Nations Convention against Trans-national Organized Crime with the Protocols", whereas the conclusions and recommendations from this publication will be a direct contribution to the final shaping of the criminal legislation directed towards the implementation and creation of appropriate institutional structure for direct application of the Convention.

Considering the fact that the Palermo Convention underlines the need for a mutual, consistent and effective legal framework as an essential prerequisite for the implementation of the instruments planned, and within the frames of the overall transformation of the legal system in the Republic of Macedonia, a reform of the criminal legislation is being conducted. Accordingly, in February 2002, within the framework of the reform, and in accordance with the provisions of the Palermo Convention, Article 418-a of the Criminal Code, the offence of "human trafficking" was introduced, and it states that:

(1) Any person who by serious threat or use of force or by other means of force, abduction, deceit, entice, or abuse of one's own power or abuse of other's vulnerability, or for giving or accepting payment or benefits to achieve consent of a person that controls another person who recruits, transports, traffics, buys, sells, conceals or accepts others in order to use them in prostitution or in other forms of sexual abuse, forced labor or service, slavery or activities similar to slavery or extraction of organs, shall be punished with imprisonment of at least 4 years.

(2) Any person who recruits, transports, traffics, buys, sells, conceals or accepts children or juveniles for exploitation as stipulated in paragraph 1, shall be punished with a penalty of at least 5 years imprisonment.

(3) Any person who organizes the criminal acts stated in paragraph 1 and 2, shall be punished with a penalty of at least 5 years imprisonment.

(4) Any person who takes away or destroys another person's personal ID, passport or other identification document in order to perform the acts stipulated in article 1 and 2, shall be punished with a penalty of 6 months to 5 years imprisonment.

(5) Any person who uses or provides sexual services to another person knowing this person to be a victim of human trafficking, shall be punished with a penalty of 6 months to 5 years imprisonment.

(6) Providing the offence stated in article 5 is performed upon a child or a juvenile, the offender shall be punished with a penalty of at least 4 years imprisonment.

Further on, within the frame of the intensive activities of the expert working groups for amending and supplementing the Criminal Code and the Criminal Procedure Code, and aiming at the building a legal

framework for more efficient prevention and elimination of the acts related to organized crime, the provisions of the Palermo Convention and the Protocols are incorporated in the following areas: Criminal responsibility of legal entities; Confiscation of property and international cooperation for use of property confiscation; Incrimination of migrant smuggling; Amendment for change of Article 17 of the Constitution of the Republic of Macedonia , which will enable the use of special investigation techniques pursuant to Article 18 from the Palermo Convention entitled "Witness Protection and Promotion of International Legal Cooperation".

At the same time, parallel with the finalization of these legislative activities, all procedures for the ratification of the Convention and the Protocols are finalized. Thus, this legally binding instrument of the United Nations, in accordance with the Constitution of the Republic of Macedonia, will become an integral part of the legal system and will be an important contribution to the efforts for prevention and elimination of this type of criminal activity.

The adoption of the proposed laws will contribute to the fulfillment of the obligations in the part of the Stabilization and Association Agreement which the Republic of Macedonia has signed with the European Union and with the member states of the EU and which refers to the area of justice and internal affairs.

Simultaneously with these activities, in 2001 the Government of the Republic of Macedonia adopted a Decision for the Establishment of a National Commission for a Fight against Human Trafficking and Illegal Migration in the Republic of Macedonia, with primary authority to coordinate the activities of the authorized institutions for prevention of and fight against human trafficking as well as following and analyses of the situation in this area.

The Commission adopted National Working Program which contains legislative and preventive activities, activities for help, support, returning and re-integration of the victims of human trafficking, international cooperation, coordination and staff education /training.

Furthermore, it should be pointed out that the criminal act "establishment of a slavery relation and transport of people in slavery relation" (Article 418) sanctions the criminal activities related to holding people in slavery or any similar relation for which a penalty of one to ten years imprisonment is prescribed. The transport of people in slavery relation from one country to another is also incriminated.

At the same time, the criminal acts "illegal border-crossing" (Article 402 paragraph 2), "mediation in prostitution" (Article 191), and "coercion to provide sexual activities" (Article 192) with their incrimination and qualification forms for juveniles and children are also very sensitive criminal acts in relation to the authorizations of the Ministry of Internal Affairs. The Ministry of Internal Affairs of the Republic of Macedonia undertakes intensive, organized and coordinated measures and activities for detection of the persons who have committed these types of criminal activities (criminal groups or networks, the internal structure, the international connection, the channels for illegal border-crossing of persons, objects etc.)

In September 2002, the Ministry of Internal Affairs in coordination with SECI (Regional Center of South Eastern Europe for Prevention of Border Crime), participated in the regional operative action "MIRAZ" for prevention of the illegal migration and human trafficking which involves 10 member states of SECI and two monitor countries. Based on the information obtained from this operative action, many foreign female citizens are identified as victims of human trafficking. Beginning from these efforts and planned priorities for fight against organized crime and corruption, prevention of human trafficking and forced prostitution, the Ministry of Internal Affairs particularly intensified its activities at the end of 2002 and the beginning of 2003.

In relation with these issues, the Ministry cooperates both with the relevant court and state institutions and with other institutions on national and international level. Namely, many activities are carried out and a cooperation with the International Organization for Migration- IOM is established with direct involvement in the process of returning the victims of human trafficking, then with the OSCE mission in Skopje and with NGOs within the Association of Women in Macedonia as well as with other organizations and initiatives with the purpose of identification, appropriate care, returning and reintegration of the victims of human trafficking, especially of the risk (vulnerable) groups such as women and children. The cooperation with IOM, which is most intensive is mainly carried out through assistance related to the return of foreign citizens detected while illegally entering, exiting or residing in the Republic of Macedonia as well as through the opening of the "Transit center for foreigners" by the Ministry, a center that started functioning in March 2001.

The cooperation between the Government of the Republic of Macedonia and IOM is otherwise conducted on the basis of a Memorandum of Understanding ("Official Gazette of the Republic of Macedonia No.55 from 20.07.2001) in which the objectives for the conclusion of this Memorandum, the privileges and the immunity of this organization as well as other issues relevant to the mutual cooperation are worked out. The cooperation for mutual activities with SECI (Regional Center of South-Eastern Europe for the Prevention of Border Crime), with the European Union, with the UN as well as the cooperation with the police departments of Bulgaria, Moldova, Ukraine, and Serbia and Montenegro for the undertaking of mutual measures is at a high level.

The National Program of the Republic of Macedonia related to the Combat against Human Trafficking and Illegal Migration involves activities for separate and coordinated actions of all subjects authorized for the elimination of human trafficking at national level, as well as for providing conditions for international cooperation and coordination of the prosecution of the perpetrators of criminal offences in this area. It involves the following specific activities that relate to the international cooperation: the conclusion of extradition agreements (bilateral and multilateral) with the countries where the human trafficking is taking place; furthermore, the improvement of the cooperation and communication between the public prosecutor's offices, police departments and other relevant services, exchange of information and data concerning the criminal groups and individuals for more efficient criminal prosecution. For this purpose, the Ministry of Internal Affairs and the Ministry of Finance - Customs Administration signed a Memorandum of Understanding in July 2000 on the basis of which the cooperation between the above-mentioned state organs in relation to the elimination of human trafficking is specified. In the future, the measures and activities for identification of the perpetrators, environments and the channels through which this kind of organized crime is carried out will be also intensified, supplemented and expanded, especially in cooperation with the SECI initiative, OSCE, IOM and UN as well as with the non-governmental organizations that are active in this field. The activities will be directed towards a more restrictive regime of sanctioning of the illegal crossings, towards a cooperation between the police departments and public prosecutor offices of all the countries of South-Eastern Europe, towards a greater media campaign on the part of the non-governmental organizations, towards the definition of conditions under which the night clubs and bars can function as well as towards an intensified control of the above mentioned and towards a change in the existing legislation that would permit application of operative technique and of certain investigating methods for operative means as well as gathering and presentation of evidence in the court procedure.

In the following table, data for the criminal and offence prosecution related to prostitution and human trafficking in the period of 1991 to 2002 is presented:

Year	1991		1992		1993		1994		1995		1996	
Legal qualification	Criminal act/ offence	offender	Criminal act/ offence	offender	Criminal act/ offence	offender	Criminal act/ offence	offender	Criminal act/ offence	offender	Criminal act/ offence	offender
"Mediation in prostitution" (art. 191)	4	6	2	5	1	2	3	4	7	9	9	10
Solicitation and providing sexual activities (art.192)	5	5	2	5	1	1	5	9	7	8	4	3
Illegal border-crossing (art.402 par.2)	1	2	2	4	1	2	1	1	4	14	8	12
Establishment of a slavery relation (art.418)	/	/	/	/	/	/	/	/	/	/	/	/
Human trafficking (art.418-a)	/	/	/	/	/	/	/	/	/	/	/	/
Prostitution and mediating in prostitution (art.27 from ZPPJRM)	18	20	1	1	10	11	13	14	15	15	13	34
Total: Criminal acts and Offenders	**10**	**13**	**6**	**14**	**3**	**5**	**9**	**14**	**18**	**31**	**21**	**52**
Total Offence and Offenders	**18**	**20**	**1**	**1**	**10**	**11**	**13**	**14**	**15**	**15**	**13**	**34**

Source: Ministry of Internal Affairs - Analytical and Research Department

	1997		1998		1999		2000		2001		2002	
Legal qualification	Criminal act/ offence	offender	Criminal act/ offence	offender	Criminal act/ offence	offender	Criminal act/ offence	offender	Criminal act/ offence	offender	Criminal act/ offence	offender
"Mediation in prostitution" (art.191)	10	11	13	21	19	40	18	42	31	32	17	19
"Solicitation and providing sexual activities" (art.192)	5	5	1	3	7	11	2	8	1	2	2	2
"Illegal border-crossing" (art.402 par.2)	63	123	20	31	15	34	31	66	22	51	6	13
"Establishment of a slavery relation" (art.418)	/	/	/	/	/	/	5	8	6	10	6	6
"Human trafficking" (art.418-a)	/	/	/	/	/	/	/	/	/	/	18	33
"Prostitution and mediating in prostitution" (art.27 ZPPJRM)	15	19	20	25	8	20	16	16	20	20	36	40
Total: Criminal acts and Offenders	**78**	**139**	**34**	**55**	**41**	**85**	**56**	**124**	**60**	**95**	**49**	**74**
Total Offence and Offenders	**15**	**19**	**20**	**25**	**8**	**20**	**16**	**16**	**20**	**20**	**36**	**40**

Source: Ministry of Internal Affairs - Analytical and Research Department

b) Prostitution

Prostitution as a relation of selling of the woman's body for sexual abuse or other sexual activity is not stipulated as an illegal activity in the Criminal Code of the Republic of Macedonia. The penalty area refers to activities, which can be mutually referred to as mediation, or generally speaking, as provision and inducement to prostitution. Namely, Article 191 of the Criminal Code of the Republic of Macedonia stipulates the mediation in prostitution as offence:

"(1) Any person that recruits, induces, impels or entices other people to prostitution or that in any way participates in delivering a person to other person for the means of prostitution is to be punished with six months to five years imprisonment.

(2) Any person that for financial means provides use of sexual services to another person is to be punished with fine or with imprisonment up to one year.

(3) Any person that for financial means by coercion or by serious threat of force compels or by deceit induces another person to giving sexual services is to be punished with six months to five years imprisonment.

(4) If the act stipulated in paragraphs 1, 2 and 3 is committed on a juvenile person, the offender is to be punished with imprisonment of six months to five years.

(5) If the act stipulated in paragraphs 1, 2 and 3 is committed on child, the offender is to be punished with imprisonment of one to five years.

(6) Any person that organizes the performance of the acts stipulated in paragraphs 1 to 5, is to be punished with imprisonment of one to ten years."

The illegal acts which consist of recruiting, inducement, impelling or enticing persons to prostitution tend to place under criminal act every activity or participation in the transfer of one person to another for prostitution. Besides the basic form of paragraph 1, in the following paragraphs of the abovementioned act, heavier and minor acts are graded, and this is done according to the type and contribution to the mediation in prostitution, the motive as well as provisions in case the object of the criminal act is juvenile or a child. The organized criminal act is subject to a most severe punishment. According to the statistical data received from the State Institute of Statistics of the Republic of Macedonia, the following number of people have been convicted in the period from 1998 to 2002 for violation of the provisions of the Criminal Code of the Republic of Macedonia which refer to sexual freedom and sexual morality: in 1998- 1 woman and 47 men; in 1999 – 51 men and no women; in 2000 – 2 women and 52 men; and in 2001 - 2 women and 50 men.

(For more detailed information see the Appendix Concerning the Administration of Justice from the Annex to the Data Received from the State Institute of Statistics of the Republic of Macedonia).

In this chapter, among other things, the presentation of child pornography materials is also sanctioned (Article 193) with the purpose of eliminating the presentation of child pornographic materials. The presentation of pornographic materials, according to the provision, is penalized when such material is sold, presented or in any other way made available to a child. According to the provision, as pornography materials are considered the following: photographs, audiovisual or other items with pornographic content. The abuse of a juvenile person for making pornography materials is also penalized.

Chapter 19 of the Criminal Code of the Republic of Macedonia sanctions the following criminal offences: rape (Article 186), sexual intercourse with a helpless person (Article 187), child molestation (Article 188), sexual intercourse by abusing one's position (Article 189), satisfying one's sexual desires in the presence of another person (Article 190), solicitation and provision of sexual activities (Article 192) and incest (Article 194).

Article 189 of the Criminal Code incriminates the sexual intercourse by abusing one's position:

(1) Any person who by abuse of one's position forces a sexual intercourse or other sexual activity on another person who is in relation of subjugation or dependence towards the former, is to be punished with three months to three years imprisonment.

(2) Any teacher, guardian, adoptive parent, step father/ mother, doctor or other person who by abuse of one's position enforces a sexual intercourse or other sexual activity on a juvenile person older then 14 and that was entrusted to the former for studying, teaching, guardianship or care, is to be punished with one to five years imprisonment.

This offence constitutes a legal base for protection against a sexual intercourse or other sexual activity enforced by person in superior position on a person in a dependant position.

In reference to prostitution, women's heterosexual prostitution as a type of public and individual street prostitution is also spread. This type of prostitution is determined as a low level prostitution, which primarily exists in the bigger cities and has the characteristics of urban prostitution. Women normally engage in prostitution individually, but almost each of them have "pimps" that under the cover of lovers or protectors act mercilessly and take the greater part of the earnings.

c) Illegal trade and abuse of illicit drugs

The constant increase of illegal production, trade and abuse of illicit drugs bears dangers that gradually ruin the economy and the bases of society and it represents a threat to the political stability and sovereignty of the state, seriously endangering the health of the citizens, especially of the younger generations.

Due to the increasing trend of the illegal trade and abuse of drugs in the last several years, the Republic of Macedonia makes efforts to prevent this social phenomenon in an organized way and with number of planned measures and activities.

As a result of the undertaken measures and activities, in the period from 1999 to 2002, 1078 offences for "illegal production of and trade in illicit drugs, psychotropic substances and precursors" were detected in accordance with Article 215 of the Criminal Code of the Republic of Macedonia and a total number of 1576 offenders were registered. Further on, 277 offences for "provision and use of illicit drugs and psychotropic substances" were detected in accordance with Article 216 of the Criminal Code of the Republic of Macedonia, and consequently, 304 offenders were registered. From the total number of registered offenders – 125 are juveniles. The majority of persons registered for this crime are men, and only 3%, i.e. 58 are women.

The presence of drugs in the Republic of Macedonia influences also the increase of the number of drug users, so that the Ministry of Internal Affairs has registered 5222 drug users. From the total number of registered persons - 4489 are men, and 733 are women, i.e. 16.4%. From the registered women drug users, 457 are registered in Skopje, 76 in Kumanovo, 37 in Bitola, 31 in Prilep etc.

In 2002 a total number of 552 requests for initiation of a legal procedure were submitted in accordance with Article 23, which refers to "the use of narcotic drugs" from the Misdemeanor Law against 564 persons-drug addicts, of which only 36 were women. In 1999 from a total of 722 persons- drug addicts, 54 were women; in 2000 from a total of 742 persons – drug addicts, 46 were women whereas in 2001 from a total of 498 persons- 34 were women.

Women start using drugs for various reasons, mainly because of break-ups of emotional relationships, communication with a partner–drug addict, family problems, problems at school or a desire for self-assertion. Women-addicts get drugs through males, since drug dealers do not believe women would keep "silent". Women-addicts point out that they can very easily quit taking drugs.

ARTICLE 7: POLITICAL AND PUBLIC LIFE

The member states shall undertake all necessary measures for the elimination the of discrimination against women in the political and public life of the country and they shall provide, under equal conditions as for men, the right of women:

a) to vote in all elections and public referendums, and to be elected in all bodies which are being elected by public elections;

b) to participate in the creation and implementation of governmental politics, to take leadership positions and to perform all public functions on all governmental levels;

c) to participate in the work of non-governmental organizations and associations which are active in the public and political life in the country.

The marginal participation of women in the sphere of decision-making and public life in the Republic of Macedonia does not differ considerably from the situation in the other countries in the region. Furthermore, the need and the trend for a greater involvement of women in the political processes is similar to, and has the same determinants and characteristics as that of all transition countries in Central and Eastern Europe. In this sense, the changes in the political and socio-economic system imposed the need for improvement of the women's status in the new social trends, most of all, by encouraging their participation in the decision-making spheres. Undoubtedly, this unsatisfactory situation is the basis for the engagement of the international community, within the frame of the Stability Pact for South Eastern Europe directed towards the participation of women in decision-making process.

Having made this point, and taking into consideration the fact that the legal gender equality is an accomplishment achieved in decades and a constitutional category, special emphasis is put on the promotion of real equality between genders in the society. In this sense, the participation in the decision-making sphere, as a most critical sphere in relation to the gender equality, is the key area of action.

The experience gained so far in conditions of parliamentary democracy has definitively proven that political pluralism in itself cannot increase the participation of women in politics, and consequently, in higher decision-making bodies. In this context, we should always keep in mind the fact that insufficient participation of women in politics is a complex social phenomenon. It is simultaneously determined by the socio-economic parameters in the society, but also by the traditional values and gender roles. When the socio-economic parameters have a negative trend, the traditional society, and with it, the traditional role of women

are particularly emphasized. The Republic of Macedonia is an example that illustrates the foregoing. However, although democracy cannot instantly change the position of women in the society, it is certainly the unique equilibrium, which establishes a real promotion of the rights of women in this sphere.

PARTICIPATION IN THE JUDICIARY BRANCH OF POWER

The normative basis which determines the political rights of the citizens of the Republic of Macedonia is stipulated in Article 2 of the Constitution, according to which: "The sovereignty of the Republic of Macedonia derives from the citizens and belongs to the citizens, and they practice the authority through democratically elected representatives, through a referendum, or through other forms of direct expression of their free will". Besides this, one of the fundamental values of the constitutional system of the Republic of Macedonia are the political pluralism and the free, direct and democratic elections (Article 8, paragraph 2, line 5 from the Constitution of the Republic of Macedonia).

The citizens of the Republic of Macedonia realize the indirect participation in the public activities through election of members of the Parliament of the Republic of Macedonia, as well as through election of mayors and council members of the units of the local self-government.

The voting right of the citizens is guaranteed in Article 22 of the Constitution the Republic of Macedonia, according to which: "Every citizen of 18 years of age acquires the right to vote which is equal for all, common and direct, and is realized on free elections through secret ballot". The only restriction to the acquisition and exercising of this right is for persons who are deprived of their legal capacity, which is justified by the fact that these persons cannot freely express their will.

Article 23 of the Constitution guarantees the possibility of every citizen to participate in the performance of public functions. These functions refer to the functions in the legislative, the executive and judicial branch of power. The citizens can exercise this right without restraints and in any form of public function, which means that every function is available to every citizen without any kind of discrimination.

From the above-mentioned norms and in accordance with the fundamental principle of non-discrimination, it is evident that women in the Republic of Macedonia are equal in their rights to men in terms of participation in the political life, without any form of discrimination. However, the legal equality is not sufficient to ensure a significant political articulation of women. The following facts confirm this statement.

After the parliamentary elections in 1990 the number of women in Parliament was the symbolic 5, from the total number of 120 members in the unicameral Parliament of the Republic of Macedonia. The number of women that won a parliamentary mandate in the 1994 elections was 4, while in 1998 this number was increased to 9, out of the total number of 120 members of parliament. In the last elections, held in 2002, from total number of 120 MPs, 21 were women. This number of women in the Parliament is still far from the satisfactory level. Therefore, the decisive role of women in Parliament in the decision-making process cannot yet be expected.

The data show that the basic reason for such a small number of women MPs is their marginal representation on the lists of candidates.

Namely, in the parliamentary elections held in 1990 according to the majority model there were 5 women MPs out of the total 120 whereas in the 1994 elections, which were also conducted according to the majority model, there were only 4 women MPs out of the total 120. The 1998 parliamentary elections were conducted according to the mixed model, i.e. both the majority and the proportional electoral model were represented. The data point to the fact that in these elections conducted according to the majority model there were only 53 women out of the nominated 614 candidates whereas the situation is somewhat better on the proportional lists of the political parties, i.e. there are 99 women out of the nominated 595 candidates.

The foregoing information leads to the conclusion that the number of nominated women is greatest on the proportional lists of the parties. According to the theory and the experiences of the other parliamentary democracies, one of the prerequisites for the increase of the number of women in Parliament is the adjustment of the electoral laws in favor of the proportional electoral model. The majority electoral system did not prove to be efficient in terms of the representation of women in the legislative power not only in Macedonia, but also in other countries. Comparatively, the proportional electoral model is more efficient in the creation of the proportional lists of the political parties from the aspect of gender equality. Still, the choice of the electoral model is determined by several factors which cannot be neglected, the need for equal gender representation being just one of them.

In this sense the data point to the fact that the number of women candidates on the majority lists is smaller, primarily due to the traditional attitude which says that a man candidate has greater chances to win. On the other hand, there is the phenomenon of nominating a greater number of women candidates on the proportional lists, but only a marginal number of them occupy the top of the party lists. Therefore, it s more than clear that the combined electoral model, a mixture of a majority and a proportional way of electing MPs, and even more so the pure proportional electoral model contribute to the increase of women on the party election lists (especially on the proportional ones). But, as pointed out above, the system itself cannot be abstractly efficient in the absence of an active party policy when it comes to gender equality.

In this sphere changes in the electoral laws have been made in the course of 2002 to ensure improvement of the position of women. Besides the fact that the pure proportional electoral system has been introduced according to which candidates are nominated for election by a submission of a candidates' list according to which the last parliamentary elections in the course of the same year have been carried out, Article 37 of the Law for Election of Members of the Parliament of the Republic of Macedonia provides a legal obligation which requires a minimum of 30% representation of either gender on the lists of candidates.

For the purposes of promotion of gender equality in this sphere, one should stress the need for formation of a special parliamentary committee for gender equality, which would comprise of MPs and experts. Thus, the issue of gender equality would be institutionalized on a parliamentary level. The role of this committee would be to analyze the proposed legal solutions from the aspect of gender equality and, in this sense, to influence their content. This proposal is a part of the National Action Plan.

PARTICIPATION IN THE EXECUTIVE BRANCH AND PUBLIC ADMINISTRATION

The situation in the executive branch also has a negative trend. The number of women members of the Cabinet in all governments until the present day has never exceeded the number of 3 women out of 20 or 27 Cabinet members. Within the current coalition government Cabinet there are only 2 women out of 18, one of which is a Deputy Prime Minister whereas the other is a minister.

Taking into consideration the fact that comparatively speaking women in the Republic of Macedonia are considerably well educated, they make up the majority of the workforce in public administration.

According to the data from the Civil Servants Agency (Central Register), which are still being systematized, there are 3834 women civil servants out of the total number of 7500 (the employees of the Parliament of the Republic of Macedonia, the Ministry of Internal Affairs, the Ministry of Economy and some trial courts throughout the Republic excluded). There are 447 women that hold public management positions, i.e. 44%, out of the number of 1014 civil servants, which hold management positions.

The data from the Civil Servants Agency of the Republic of Macedonia collected to date, shows that the number of women holding management positions is proportionate to that of men holding management positions. But the data does not show the relation of men holding management positions and women holding management positions in the institutions of the public administration separately, as well as the arrangement of women managers on different levels in the public administration that bear (or not) a position of power. This is a clear indicator that although women make up more than half of the institutions that represent power in society, they work in lower-rank positions and have by and large a status of officers, whereas the number of women holding decision-making positions is very small.

According to the data received from the Government of the Republic of Macedonia, in the General Secretariat as a technical service within the government of the Republic of Macedonia, there are a total of 107 civil servants, out of which 70 are women. Out of these 70 there are 32 women civil servants that hold management positions. At the same time, in the organs of public administration (ministries, independent organs of the public service management, administrative bodies there are 8 women officials appointed by the Government of the Republic of Macedonia.

According to the data received from the Parliament of the Republic of Macedonia out of the total number of the civil servants employed in the Parliament, 113 are women, 32 out of which hold management positions.

This is data received from the conducted analysis of the structure of employees in the Ministry of Internal Affairs:

- **In 1998** women are represented with 15.06 % in the total number of employees in the Ministry of Internal Affairs.

A smaller representation of women in the police, i.e. in the uniformed sector in the Ministry, so their proportional participation compared to the total number of employees in the Ministry is 2.6%, or 17.2% out of the total number of women employed in the Ministry in the course of 1998.

As opposed to the already mentioned situation in the police, women are better represented in the other organizational units of the Ministry, i.e. 12.47% out of the total number of employees in the Ministry of Internal Affairs or 82.8% out of the total number of women in the Ministry.

- **In 1999** there was evidently a mild increase in the number of women employed in the Ministry of Internal Affairs, so their representation was 16.32%. The percentage of women in jobs in the police was 2.62% out of the total number of employees in the Ministry of Internal Affairs, i.e. 16.04% out of the total number of women in the Ministry.

Also in 1999 women are far better represented on work places in the other organizational units in the Ministry with 13.7% out of the total number of employees in it, i.e. 83.95% out of the total number of women employed in this Ministry.

- **In 2000** women are represented with 16.61% out of the total number of employees in the Ministry. Out of a total number of employed in the Ministry of Internal Affairs women were represented with 3.2% in the police, i.e. 19.31% out of the total number of women employed in the Ministry.

Far greater is the number of women employed in the positions outside of the police and their number in 2000 is 13.4% out of the total number of employed in the Ministry, or 80.68% out of the total number of women in it.

- Compared to the previous years **in 2001** a decrease of the number of women in the Ministry of Internal Affairs is noted so that in the total number of employed in the Ministry women are represented with 15.76%.

In positions in the police the number of women in 2001 was 3.54% out of the total number of employed in the Ministry, i.e. 22.46% out of the total number of women employed in it whereas in the other organizational units women are represented with 12.22% of the total number of employed in the Ministry, i.e. 77.53% of the total number of women in it.

- **In 2002** women are represented with 15.91 % out of the total number of employed in the Ministry of Internal Affairs. 4.1% of the total number of employees in the Ministry of Internal Affairs, i.e. 25.7% of the total number of employed women in it were in the police. In positions outside of the police their number was 11.81% out of the total number of employed, i.e. 74.27% of the total number of women in the Ministry.

According to the current situation in the Ministry for Internal Affairs only 40 women hold management positions both in the civil and in the uniform department and they contribute greatly to the reform in the police and participate actively in the increase of the Ministry's authority as a whole.

In order to improve this situation, the government has planned the following priority activities within the National Action Plan and is still working on their fulfillment:

- treatment of gender equality as a priority in the government program;

- determining the complete statistical picture of the situation from aspect of gender representation;

- periodical information about the improved or worsened gender balance in the sphere of politics;

- training of the government personnel for the implementation of a policy for gender equality;

- provision of domestic and international means for support of projects directed toward institutional strengthening and strengthening in terms of contents of the national machinery for gender equality;

- introducing a practice of monitoring of the governmental institutions;

- implementation of a policy for gender balance when nominating candidates in the bodies of the United Nations, the Council of Europe and DMO;

- provision of gender equality in appointing ambassadors and other functions abroad;

At the same time the following activities have been planned, among other things, for the improvement of women's status in this area:

- *appointing a minister without portfolio to deal with these issues;*

- *normative and precise determination of the status, functions, structure and relations with the governmental and nongovernmental sector of the National Committee for Gender Equality as a permanent body;*

- *provision of gender balance of the ministerial functions and the officials that are appointed by the government;*

- *promotion of a system of recruiting of civil servants according to their knowledge, expertise and capabilities;*

- *support and conducting research about the effects of gender (in)equality on the process of political decision-making;*

The concrete statistical data about the parliamentary elections in 2002 is given in the Annex for statistical data that can be found at the end of this Report.

PARTICIPATION IN LOCAL SELF-GOVERNMENT

There is a frequently expressed prevailing opinion that the local self-government is the first and true level, which allows for an easier engagement of women in decision-making. Experiences from a number of western European countries show that distinguished women politicians have made their first steps in politics and joined power structures precisely at a local level. Surely from the perspective of the need for a balance between the socio-biological functions of women and their engagement in politics, the local level entry is more acceptable for women. The fundamental reasons for that are the closeness to the place of residence, stronger presence in their homes and better opportunities for a successful engagement due to a sound knowledge of issues of local interest. Nevertheless, the above notwithstanding, the party policy as regards the definition of the lists of candidates is still the deciding factor in the elections. Sadly though, such policy in the Republic of Macedonia is still, even at a local level, clearly determined by the traditional attitudes towards gender roles.

In this context it is important to note that the local elections held in 2000 required votes for lists of parties, rather than candidates, and the assumption was that the vote would have a positive impact in terms of the increase in the number of women nominated on the party lists. Also, the expectations were that women would be put closer to the top of the list . To that end, the Union of Organizations of Women in Macedonia organized a campaign during the elections with the slogan "51%:, though unfortunately the campaign was by and large defined by the partisan positions. It was another proof that the sound positioning of women within respective political parties was a prerequisite for winning high positions in the decision making political bodies in the country.

Under the existing territorial organization, there are 123 municipalities in Macedonia compared to the 34, which existed until 1995. The increase in the number of municipalities, however, did not produce any changes in terms of the gender structure of the mayors of the new municipalities. Consequently, after the second local elections held in 1996, not a single women was elected as mayor. Also, it should be noted that

the number of women councilors is significantly lower than that of their male colleagues. So, after the first local elections held in 1990, only 4 of the total of 70 local council members of the City of Skopje were women, while of the total of 1510 elected councilors of all municipalities only 74 were women. At the next local elections held in 1996, there was not a single women mayor, while of the total of 1884 councilors only 105 were women. The last local elections were held in 2000, when 3 of the total 123 elected mayors were women, while 161 of the total of 1906 councilors were women.

Increased number of women on party lists is of paramount importance for both the general as well as the local elections, and when it comes to the proportional model, they should occupy the top of the list.

To that end, in 2000, for the third local elections, the Gender Equality Unit at the Ministry of Labor and Social Policy, the organizations of women and the women's forums at political parties undertook a series of activities to ensure a higher number of women in decision-making, on this occasion, at a local level. As a result of the initiative put forward by the task force on gender equality under the Stability Pact, and in line with the slogan of the said task force, the "Women's Lobby" was set up in the Republic of Macedonia, as a broad forum to unite women in the execution of a project aimed at promoting their position with a special emphasis on lobbying within political parties for a full implementation of the policy of gender equality in the definition of candidate lists for the local elections. Concurrent to that, several activities were undertaken aimed at the change of traditional views as to the gender roles, as well as launch of relevant initiatives for legislative changes of provisions, which impose constraints on the increase in the number of women in politics.

Specific statistical data on 2000 local elections are presented in the Annex at the end of the report.

POLITICAL PARTIES AND GENDER EQUALITY

The non-discrimination principle set forth in the Constitution is fully embodied in the election programs and platforms of all political parties in Macedonia. Nevertheless, it is obvious that equality between genders is at a lower level of priorities of political parties. Though in their political programs they advocate for the improvement of the status of women in the society, it is still only declarative, given the facts already stated as regards the general and local elections. It is crystal clear that without a stronger participation of women in decision making it is impossible to expect any improvements in their social status. In this context, the political parties should play the primary role in terms of promotion of women in politics.

Putting more women on the lists of candidates to a great extent depends on the position of women members in the bodies of political parties, and the number of women is still small. Sadly though, political parties in Macedonia do not apply positive action measures in terms of women candidates and they are still not ready to accept quotas for improvement of women in their respective decision making bodies.

In recent years there have been forums of women functioning within political parties. This is a reflection of the tendency of women members to articulate their demands and interests. Nevertheless, the said forums do not play a key role in terms of decision making on gender equality. It is obvious that without an active attitude of political parties in terms of promotion of gender equality, as one of the fundamental democratic principles, gender equality will remain only an item in the election programs and platforms. Active policy manifested by the party political bodies along with well organized activities of the women

members will contribute to the increase in the number of women in decision making, which in turn will create conditions conducive to promoting the status of women in the society.

The National Action Plan envisages the following activities of political parties to improve the position of women in decision-making structures, of which only one has been accomplished:

- *treatment of gender equality as a priority objective;*
- *participation of increasing number of women in the highest bodies of their respective parties;*
- *democratic nomination process (instead of a patron-model of nomination, monopolized by the party heads which promote the red tape model,) in which membership should play an active role;*
- *introduction of quotas (achieved);*
- *change of party conventions from ceremonial to electoral;*
- *more women candidates in general elections and at the top of the lists of candidates;*
- *encouraging and nurturing women leaders*

We are presenting the following data that concern women's organization within the political parties which come from the information received from the political parties as well as from the National project "Women can do it, II" which was conducted in 2001-2002

1. The Socialist Party of the Republic of Macedonia – SPM:

30% of the party members are women and there is also a "Women's Club" as a form of women's organization on a national level and in the bigger municipal organizations of the party.

2. The Liberal Party – LP:

46.2% of the party members are women and there is also "LIPAZ" as a form of women's organization on a national and local level with special organizational network and legal frame;

3. The Party for Democratic Prosperity – PDP:

there is no gender statistics although there are women's bodies in two municipal party organizations;

4. VMRO - DPMNE has not given any data that concern the number and the form of women's organization in the party;

5. VMRO Makedonska:

53.3% of the party members are women and there is also a "Women's Group" as a form of women's organization;

6. The Liberal – Democratic Party - LDP:

34,5% of the part members are women and there is also a "Women's Forum" as a form of women's organization;

7. The Albanian Democratic Party – DPA:

there is no gender statistics although the party has formed one women's organization on a local level;

8. Democratic Alliance of the Albanians in Macedonia – DAAM:

20% of the party members are women and there is also a "Women's Forum" as a form of women's organization;

9. The Social-Democratic Union of Macedonia – SDSM:

38% of the party members are women and there are also Women's Clubs as a form of women's organization;

10. The United Party of the Roma of Macedonia -OPRM

there are 15% women in the executive bodies of the party.

At the same time here is review of elected MPs in the parliamentary elections in 1990, 1994, 1998 and 2002 in order to underline the progress that has been made from 1990 to 2002 in relation to women's organization, engagement and lobbing:

Parliamentary elections	1990	1994	1998	2002
Elected women deputies:	5 (4,2%)	4 (3,3%)	9 (7,5%)	21 (17,5%)
Elected men deputies:	115 (95,8%)	116 (96.7%)	111 (92,5%)	99 (82,5%)

Source: The National Office of Statistics of the Republic of Macedonia

At the parliamentary elections in 2002, out of 120 elected deputies, there were 21 women deputies, out of which 16 from the Coalition "For Macedonia ...", 4 from VMRO-DPMNE and 1 from the Democratic Union for Integration – the first Albanian woman that is elected as deputy.

PARTICIPATION IN THE JUDICIARY BRANCH AND THE RELATED PUBLIC SERVICES

The judicial branch is characterized by the marginal number of women in the higher instance courts, whereas in the lower instance courts women are completely equally represented.

There are three appellate courts in the Republic of Macedonia. The one in Skopje has a woman president.

Judges in the courts of the Republic of Macedonia in terms of gender – 2001

Courts	Total number of judges	Women judges
Supreme Court of the Republic of Macedonia	25	6
Appellate courts (3)	88	38
Lower courts (27)	656	325

Source: Ministry of Justice

Number of elected judges according to gender from 1996 to 2001

	TOTAL	*men*	*women*	*% of women*
1996	*587*	*293*	*294*	*50.08%*
1997	*656*	*330*	*326*	*49.69%*
1998	*631*	*310*	*321*	*50.87%*
1999	*656*	*330*	*326*	*49.69%*
2000	*647*	*322*	*325*	*50.23%*
2001	*631*	*304*	*327*	*51.82%*
2002	*642*	*304*	*338*	*52.64%*

Source: Ministry of Justice

Number of juror-judges according to gender from 1996 to 2001

	TOTAL	*men*	*women*	*% of women*
1996	*2334*	*1552*	*782*	*33.5%*
1997	*2521*	*1718*	*803*	*31.8%*
1998	*2548*	*1667*	*881*	*34.57%*
1999	*2413*	*1555*	*858*	*35.55%*
2000	*2375*	*1350*	*1025*	*43.15%*
2001	*2429*	*1305*	*1124*	*46.27%*
2002	*2401*	*1265*	*1136*	*47.31%*

Source: Ministry of Justice

Public prosecutors in the Public Prosecutor's Offices in the Republic of Macedonia

Public Prosecutor Offices	total		Women			
	PP	deputies PP	PP	deputies PP		
PP of the Republic of Macedonia						
1999	1	10	-	1		
2000	1	9	-	1		
2001	1	10	-	2		
2002	1	9	-	2		
2003	1	10	-	3		
Higher PP (a total of 3)						
1999	1	14	1	5		
2000	1	13	1	5		
2001	-	12	-	5		
2002	-	12	-	5		
2003	1	14		6		
Basic PP (27)						
1999	23	122	3	48		
2000	25	150	4	63		
2001	25	150	4	64		
2002	25	146	4	63		
2003	23	161	5	79		

Source: Public prosecutor's Office

Elected public prosecutors according to gender from 1999 to 2003

	TOTAL	*women*		
1999	*25*	*4*		
2000	*25*	*4*		
2001	*25*	*4*		
2002	*25*	*4*		
2003	*24*	*5*		

Source: Public prosecutor's Office

Elected deputies public prosecutors according to gender from 1999 to 2003

	TOTAL	*women*		
1999	*148*	*58*		
2000	*151*	*62*		
2001	*151*	*65*		
2002	*147*	*63*		
2003	*162*	*79*		

Source: Public Prosecutor's Office

The data related to **the lawyer's profession** are interesting. Despite the fact that more than half of the law clerks are women, a considerably smaller number of them remain permanently in the lawyer's profession.

Lawyers	2000	2001	2002	Law clerks:	2001	2002
Total	1116	1250	1238	Total:	160	163
Women lawyers	333	395	385	Women:	110	94

Source: Public prosecutor's Office

There is a positive trend in the women's representation in the notary profession where out of 123 appointed notaries, 68 are women.

The situation in the Constitutional Court follows the same trend that is present in the higher instances of the judicial system. In the period from 1994 to 2003 there was only one women out of 9 judges – members of the Constitutional Court. In accordance with the latest election of judges for the Constitutional Court of the Republic of Macedonia (May 2003),out of 9 positions for judges, only 7 are filled at the moment of writing of this report, two of which are women. The situation is different in the technical service of the Constitutional Court where out of 8 state councilors – technical associates, 6 are women.

NON-GOVERNMENTAL ORGANIZATIONS

The freedom of association is guaranteed in Article 20 of the Constitution of the Republic of Macedonia which states that: *"The citizens are guaranteed the freedom of association with the purpose of realization and protection of their political, economic, social, cultural and other rights and beliefs. The citizens may freely found associations of citizens and political parties, to become members of such associations and resign. The programs and the functioning of the associations and the political parties cannot be directed toward violent breaking of the constitutional system of the Republic or towards encouragement of or call for military aggression or stirring up of national, racial or religious hatred or intolerance. Military or para-military associations which are not part of the armed forces of the Republic of Macedonia are banned."* The freedom of association is further provided for in the Law for Association of Citizens and Foundations in 1998.

1. UNION OF WOMEN'S ORGANIZATIONS OF THE REPUBLIC OF MACEDONIA:

The Union of Women's Organizations of the Republic of Macedonia (UWORM), as a non-governmental, non-partisan and non-profit association, was founded in Probistip, in October 1994. The founders were 13 local independent women's organizations. While in the beginning comprising a modest number of 13 founder local organizations, today UWORM has 64 autonomous organizations in its network.

UWORM is a multi-ethnic women's network consisting of 64 independent, autonomous organizations of the Republic of Macedonia. The diversity of its membership allows exchange of different experiences and fulfillment of various needs. Each women's organization is established in accordance with the needs of their respective target groups, and they initiated establishment of women's organizations in the rural areas, among the university staff, women veterans, businesswomen and young girls and women of the Women's Center and Women's Studies. Later on, all these initiatives were transformed into autonomous women's organizations with their specific needs and goals.

UWORM represents a linking mechanism for women's organizations with shared goals and ideas. UWORM's vision is achievement of gender equality, guaranteed human rights, elimination of discrimination of women in the society and family.

UWORM's mission includes the support of women as individuals, as well as that of the local women's organizations; development of women's participation in the public life and project development; creation of new social relations, cooperation and mutual support; women's rights protection and promotion, combat against violence, abuse and trafficking of women, for equal opportunities and for women's participation in all social spheres; encouragement of tolerance, dialogue, promotion and protection of peace in the region, increased participation of women in the Government and decision making bodies, improvement of the socio-economic position of women and entrepreneurship development.

UWORM operates through 7 separate regional centers, 4 thematic sectors and an executive office, which provides services and information to the local and regional centers. Most of the functions are performed at national and regional level.

The organizational structure differs, but yet, there is cooperation and coordination among the regions and members at regional level. Informal meetings often take place in order to share the needs and problems and to strengthen the capacities of smaller organizations.

Restoring trust was one of the organization's most important tasks in the past period, as were the activities related to one of the critical political events in September, 2002 – the Parliamentary elections. UWORM members were active in lending help to ensure peaceful and democratic of elections. They conducted a lot of activities in the major cities and small settlements with a purpose of motivating and stimulating the voters, especially women, to participate in the process of voting; to inform and educate them about their voters' rights; and finally to observe the elections in order to ensure fairness. At the same time, the purpose of the monitoring was to assess women's participation in the election process.

The results of the members' voluntary work are evident in all fields. In Macedonia, the women's movement is broadly spread and accepted, it has become rather influential, and it is an equal partner in terms of authority, acquiring acknowledgment and respect of the domestic public and international organizations. All that is the merit of a lot of Macedonian, Albanian, Serb, Turkish, Roma, Vlach, Russian women, women of different age, different social status, religion, political affinity.

In order to work more successfully, regional coordination bodies were established. The network's efficiency is related to the level of the organizations' independence constituting the UWORM network. Namely, the independence of each NGO member of UWORM is respected. Also, they all become more and more independent, which is one of the main factors in maintaining the network structure and cooperation with other networks.

UWORM's most important activities are listed in the Annex, at the end of the Report.

2. ORGANIZATION OF WOMEN'S ORGANIZATIONS OF MACEDONIA

The Organization of Women's Organizations of Macedonia is the first non-governmental, non-partisan and non-profit organization, with the status of a citizens' association in the Republic of Macedonia. It was registered in 1990, with the emergence of political pluralism, democracy and the idea of building a civil society in the independent Republic of Macedonia. Its primary orientation is to organize women in the country for achieving complete equality of women in all spheres of social life, regardless of their national, ethnic or socio-economic position and status. By a decision of its founders, included in its Statute, the Organization is identified as the legal successor to the long lasting unique organization of women in Macedonia in the past period, starting with the Anti-fascist Front of Women, established in 1944, as a peace-promoting and progressive women's organization.

OWOM, the organization's acronym, initiated development of a new law on citizens' associations and foundations, in accordance with the regulations on non-profit citizen association in the USA and Western Europe and in cooperation with the Macedonian Center for International Cooperation, domestic and foreign experts, as well as with the Ministry of Justice, contributed to the enactment of the Law. The organization was reregistered in compliance with this Law. OWOM operates as a mass association of women along two paths: through direct membership of men and women citizens and as a national network of 65 municipal and other local women's and other specialized associations dealing with issues that or of interest for a woman of today. On both of these grounds, about 65,000 persons are members of OWOM.

OWOM head office is at Vasil Gjorgov Str., no. 39, cottage 7, in Skopje. It is managed by the Assembly, as the supreme body, while the executive and operational functions are performed by the Presidency with 19 members from the Organization, plus one representative of each of the local associations. The Organization's president is Mirjana Dimovska, editor at the Macedonian Televisions, LLB by education. The vice-president is Milka Takeva Grigorievic, retired political scientist, doyenne of women movement in Macedonia. Special teams are assigned to work on specific issues and projects, concerning: *Legislative and Legal Issues; Health Care and Social Affairs; education and Upbringing; Woman's Economic Strengthening; Children and Youth; International Cooperation; OWOM Development.*

OWOM activities are not funded by permanent donors, but the funds are generated through the work on projects, supported by domestic and foreign donors. Over the past years, budgetary support was incidental and symbolic. In its orientation, OWOM's reference points are the voluntary work, the real needs of women in the Republic of Macedonia and the implementation of the option for Europe and the highest values of the Western civic society. The Organization's representatives have taken part in international and regional conferences, related to women's issues, its members have attended seminars outside Macedonia, whenever financial capacities allowed so. OWOM runs its activities through seminars, round tables, workshops, campaigns and lobbying and it is unique by its publishing activities. Thus, in the last 5 – 6 years it has published the following books: The Status of Women in the Contemporary Social Streams; The Woman and the Politics; Debate on Tolerance; Interethnic Dialog Women's Perspective; Family Law (in Macedonian and Albanian language, together with the Women's forum of the Republic of Albania); Stop the Trafficking in Women (prepared for printing). In 2002, OWOM began publishing its monthly, named The Informant, in which texts of women, members of all the member organizations were published.

OWOM's most important activities are listed in the Annex, at the end of the Report.

3. The women's nongovernmental sector in the Republic of Macedonia is also functioning on ethnic basis. Women's organizations, founded on ethnic basis cooperate intensively between each other, especially in relation to organizing seminars and training courses.

"The Alliance of the Albanian Woman in Macedonia" has 11 branch offices in several cities in the country. Their main goal is the emancipation of the Albanian woman, a campaign for inclusion of women into the educational system and health related education of rural women.

Also active in the Republic of Macedonia are the organizations of Roma women, such as: "Roma Organization of Women in the Republic of Macedonia", "Esma Association", and "Daya" from Kumanovo, and there are women's organizations from other communities' members: "Association of Vlach women", "Association of Serb Women in the Republic of Macedonia" and "Society of Friendship of Turkish Women in Macedonia".

In the country, there are also women's organizations dealing with research projects, dedicated to important problems in gender equality: "Humanitarian Association for Emancipation, Solidarity and Equality of Women" (HA-ESE) and "Urban and Media Action of Macedonia" (UMAM). The former deals with activities and research related to the legal framework of women's status, discrimination of women during employment, health-related projects and violence against women; while the latter, UMAM, investigates the presence of women in the media and at public events.

Certainly, as an interesting project involving voluntary women's activities, the SOS telephone for women victims of violence and discrimination should be pointed out, as well.

4. There is also an actively working Macedonian Association of Women in the Police, established in February 2002, in accordance with the Law on Citizens' Associations and Foundations ("Official Gazette of the RM, no. 31", of July 2, 1998) as an independent, non-governmental and non-partisan citizens' association. Its members accomplish their common social, economic, scientific, professional, technical, educational, humanitarian and cultural interests.

Members of the Macedonian Association of Policewomen are and can be women employed with the Ministry of Internal Affairs, performing duties with special assignments and authorities, whose period of insurance is calculated based on extended duration, who voluntarily approach the Association, as well as men employed with MIA, with the same kind of working duties.

The Association's goal is development and promotion of women's rights at the MIA of the RM, improvement and enhancement of women's status within the professional structure of the Ministry, participation and aid during exercising professional qualification, training and education of women at the Ministry, preparation and coordination of and participation in projects related to the prevention of and combat against emotional and physical abuse of women (domestic violence), sexual abuse of women and children, drug addiction, prostitution, trafficking in women and children and other kinds of organized crime, as well as projects in other activities of the Ministry, giving professional assistance to state bodies, organizations and nongovernmental organizations whose activities are similar to those of MIA stated above, participation in projects of nongovernmental organizations working in the field of women's rights, incorporation into the European Network of Women in the Police and the International Association of Women in the Police, as well as other goals and objectives which contribute to the accomplishment of women's social, economic, community-specific, humanitarian interests.

To accomplish the goals wherefore the MAWP was established, its members launched activities, through preparing projects, of which the following have been completed: training related to the institutional development and organizational strengthening of association management, initial technical equipment in terms of a computer and printer, "street children", while at the stage of preparation is a project on gender equality and representation of women in the Ministry's professional structures.

5. Within the context of all the above stated, it is necessary to especially highlight the initiative of the **Work Group for Gender Equality** launched during the First Conference on the Southeastern Europe's Stability Pact Establishment, in Sarajevo 1999, which influenced positively implementation of the priorities of the National Action Plan for Gender Equality, especially the implementation of the priorities of the National Plan – Strategy for Women in the State Administration and Decision Making. The initiative of the Work Group for Gender Equality (WGGE) had strong reverberations in the Republic of Macedonia: the Macedonian Women's Lobby (MWL) was established, a coalition of women from various structure: Government, Parliament, Local Self-government, NGO, political parties, media and women experts from various fields and an Office of the Macedonian Women's Lobby was registered, as a domestic nongovernmental organization. Women with various backgrounds and beliefs (national, religious and political) agreed to work together for the "women's cause".

The Macedonian Women's Lobby, promoted on March 1, 2000 is an open structure, with a Task Force as the coordination body. The Lobby functions as a group for exerting pressure on the institutions, the public and the media with two main goals: (1) Higher level of women's representation in the politics and the public life, especially in decision making and policy creation roles; (2) Legislation improvement and implementation aiming at the provision of women's rights.

The results of MWL in the past two years since its establishment, where the manager of the Gender Equality Promotion Department of the Ministry of Labor and Social Policy is one of the three focal figures in the Republic of Macedonia assigned by the Working Group for Gender Equality of the SEE Stability Pact, can be summarized as follows:

a) more women in the local self-government

The number of women elected to the list of municipal councils is 161 (8.5%), which is a 50% increase, compared to the previous number of 105 women (5.5%). Three women mayors were elected, in comparison with no women mayors, previously.

One woman is the mayor of a quarter in Skopje, while the other two are mayors of rural settlements. Two women mayors are of Macedonian nationality (of the opposition parties), while one of them is an Albanian (belonging to a party in power).

b) Raising the women's awareness for political and public participation

During the pre-election activities organized by MWL, or their members (NGO or political parties) an increasing number of women showed interest in approaching some of the political parties, in becoming candidates or supporting the candidature of women.

c) Raising the awareness of women voters in rural areas about their voting rights

In some rural areas, workshops related to election rights were organized for the first time. This was an incentive for some of these women to come to the booths and vote for the first time at their own will.

d) Crossing parties' and ethnic lines through the work on women's issues

Women from different ethnic, religious and political groups worked together on "women's cause". It was the first cooperation ever of women from different political parties.

e) Raising the public's awareness about the need for creating equal opportunities.

The reaction of the public was much more favorable than expected, with an evident increase of media interest.

f) Raising the political parties' awareness about the need for respecting the women's voice.

The political parties agreed to sign the declaration for supporting the demands of the Macedonian Women's Lobby. Ultimately, they fulfilled it only partially, but all these activities enhanced the women's groups in the parties. It should be emphasized that after the MWL establishment, the parties who lacked women's groups, founded them, which means that today the political parties have organized women's groups.

g) strengthening the gender machinery in the country

The status of the Gender Equality Promotion Department of the Ministry of Labor and Social Policy is enhanced, through an additional person hired on a temporary basis, with a possibility for this number at the Department to grow in the future. It should be pointed out that the Minister of Labor and Social Policy has announced a possibility of amending the Election Law from the gender perspective.

h) Establishment of women's groups within the two largest trade unions.

These emerged after the local elections in 2001. (This success is not a direct result of MWL activities, but the latter had positive influence upon it).

i) Establishment of gender-based statistics at the Institute of Statistics

For the first time, a brochure with data on genders was published by an official state body. (This success is not a direct result of MWL activities, but the latter had positive influence upon it.)

A detailed report on the MWL activities is available in the Annex on MWL, at the end of the Report.

From the above stated review of women's nongovernmental organizations, it can be concluded that women of the Republic of Macedonia are organized in a number of NGO-s, based on their interests and activities. It is important to cooperate in this sector's strengthening, through providing instructions and guidelines on the way these organizations could seek and raise funds, then on the preparation of project proposals, the administrative operations related to them and report preparation. Investments in this sector are important in order to enhance the functioning of the civic society as a whole, where women's values and rights will be guaranteed to find a place.

ARTICLE 8: INTERNATIONAL REPRESENTATION AND PARTICIPATION

The member states undertake all appropriate measures to provide women with an opportunity, under equal terms with men, without discrimination, to represent their governments at international level, as well as to participate in the work of international organizations.

Pursuant to the provision of Article 32 of the Constitution of the Republic of Macedonia, everyone is entitled to work, to freely choose employment, to be protected at work and materially aided during temporary unemployment. Every job is open to everyone under equal terms. Thus, women have equal rights with men to represent the Government of the Republic of Macedonia at international level and to cooperate in the work of international organizations.

However, true participation of women of the Republic of Macedonia at international level is still low. Moreover, the practice of reassignment, being still insufficiently developed, is even lower with regard to women's participation in international organizations.

The situation at the Ministry of Foreign Affairs of the Republic of Macedonia is as follows:

As of July, 2003, the Ministry employs 201 of staff (including the employees at technical level), of which 101 are women. Out of 26 state advisors at the Ministry of Foreign Affairs, 4 are women. In the period since gaining independence, in 1991, to date, no woman has been assigned to the position of Deputy Minister of Foreign Affairs. However, for the first time since gaining independence, a woman was appointed Minister of Foreign Affairs, during the Government of Broad coalition in 2001, while the second such occasion was after the Parliamentary Elections, in September 2002 and the constitution of the new coalition Government in November, 2002.

During the period of composing the Report (July, 2003), there are 137 employees working at 41 diplomatic and consular missions of the Republic of Macedonia abroad, out of whom 32 women. Of the total number of employees at the diplomatic and consular missions, 110 have the status of diplomats, and only 25

of them are women. For example, until July, 2003, 7 women had the appointment of Minister-advisor; 10 women were with the appointment advisor; 4 first secretaries; and one woman had the appointment of each of the positions of second secretary, third secretary and attaché. At the moment, there are only 3 women ambassadors (not belonging to the order professional diplomats), out of the total of 26 ambassadors. In the diplomatic history of the RM, since gaining independence in 1991, no woman from the order of professional diplomats has acquired the appointment of ambassador.

During the mandate abroad, the rights of a woman diplomat, relating to pregnancy, childbirth and maternity leave, are not regulated in the existing legal regulations. Since the Republic of Macedonia's gaining independence, there has not been a single case of a woman diplomat giving birth and using maternity leave during her mandate abroad.

Generally speaking, in the period between 1994 and 2003, 60 women have been employed at various levels in the diplomatic and consular missions of the Republic of Macedonia abroad. In total: 14 consular – technical employees; 1 attaché; 1 consul; 1 third secretary; 1 second secretary; 4 first secretaries; 18 advisors; 16 minister advisors; and 4 ambassadors.

One woman from the Republic of Macedonia was elected judge (in the second mandate) of the European Court for Human Rights in Strasbourg. There are also women who participate as members of experts committees and other bodies of international organizations at regular basis.

Please refer to the comment to Article 7 above, for other forms of the international participation of women in the political and public life of the Republic of Macedonia.

ARTICLE 9: CITIZENSHIP

1. The member states recognize the women's rights to obtain, change or retain their citizenship, as equal with those of men. They especially care that the conclusion of marriage with a foreign citizen, or the change of the husband's citizenship during the marriage, does not automatically result in the woman's changing citizenship, or her becoming a person without citizenship, i.e. being forced to accept the husband's citizenship.

2. Member states provide equal rights to women, with those of men, with regard to the children's citizenship.

1). Equality of all citizens pertaining to acquiring, changing, or retaining the citizenship of the RM is guaranteed by the Constitution of the RM. Namely, pursuant to Article 4 of the Constitution of the RM "Citizens of the Republic of Macedonia have the citizenship of the Republic of Macedonia. A citizen of the Republic of Macedonia may not be deprived of citizenship, or expatriated or exiled to another country. Citizenship of the RM is regulated by law".

The Constitution of the Republic of Macedonia does not differentiate between men and women, but it rather speaks of the citizens of the RM, which leads to the conclusion that women have the same rights and obligations in relation to citizenship as men do.

Also, according to Article 29 of the Constitution of the Republic of Macedonia:

"foreign subjects enjoy the rights and freedoms guaranteed by the Constitution of the Republic of Macedonia, under the terms and conditions regulated by law and the international treaties. The Republic

guarantees the right of asylum to foreign subjects and expatriates, for political beliefs and activities. Extradition of foreign subjects can only take place on the basis of a ratified international agreement and the principle of reciprocity. A foreign subject cannot be extradited for political criminal offenses. Terrorists' acts are not considered political criminal offenses".

More specifically, the citizenship of the RM is regulated by the Law on the RM Citizenship ("Official Gazette of the RM, no. 67/92). This law consistently applies the principles of equality and equity of citizens, interwoven in the Constitution of the RM. In this sense, the Law on the RM Citizenship does not mention discriminatory provisions for men and women, but it uses the terms foreigner, emigrant, etc.

Article 7 of this Law stipulates the regular procedure of acquiring RM citizenship by naturalization and in none of the eight, clearly prescribed conditions, there is any difference made between men and women. According to Article 7 of the Law on the RM Citizenship "A foreigner can acquire the RM citizenship who applies for admittance into the RM citizenship, if he/she meets the following requirements: to be 18 years of age, until the submission of the application to have legally resided in the territory of the RM for at least 15 years in continuation, to be psycho-physically healthy, to have provided residence and permanent source of funds, no criminal procedure instituted against him/her in the country whose citizenship he/she has or in RM, to have command of the Macedonian language, his/her admittance into the RM citizenship may not jeopardize the RM security and defense and he/she must have obtained a release from the foreign citizenship, i.e. evidence that he/she will receive a release, in case of being admitted into the RM citizenship".

One of the privileged grounds for acquiring the RM citizenship is regulated in Article 9 of the Law on the RM Citizenship, according to which "A foreigner who is married to a citizen of the RM for at least 3 years and, until his/her submitting the application, continuously resides at least for one year in the territory of the RM, despite not meeting the requirements stipulated in Article 7, paragraph 1, items 2, 6 and 8 hereof, can become a citizen of the RM".

Here, there is no discrimination in the Law, or distinguishing of the woman, either in terms of whether a foreign woman's or man's marriage to a citizen of the RM is in question, or the possibility of obtaining citizenship, and in terms of the requirements to be met in accordance with the Law on Citizenship.

It is also especially important that conclusion of a marriage between a foreign woman and a citizen of the RM, or a woman citizen of the RM and a foreign subject, or the change of husband's citizenship during marriage, do not cause any changes on the woman's citizenship. The legislator has given primary importance to the principle of free will of the applicants.

There is no discrimination between men and women applying for admittance in the RM citizenship even in the exceptional procedure of acquiring the RM citizenship, prescribed in Article 11 of the Law on Citizenship, whereby "As an exception to Article 7 hereof, a foreigner of 18 years of age or older, can acquire citizenship of the RM by naturalization, if that is of special scientific, economic, cultural and national interest, while this especially applies to all Macedonians by origin, who live outside the borders of the RM. The Government of the RM previously gives an opinion on the existence of the special interest with regard to paragraph 1 of this Article". Along with the foreigner, his/her marriage partner can also obtain citizenship of the RM by naturalization, under the terms of Article 9 of this Law.

Based on the Constitution and the Law on the RM Citizenship, women in the Republic of Macedonia are granted equal rights with men in relation to their children's citizenship.

Articles 4 and 5 of the Law on the RM Citizenship, which regulate the ways of acquiring the RM citizenship by origin, do not make gender discrimination, specifically, a parent woman citizen of the RM or a foreign subject whose husband is a citizen of the RM is allowed to equitably decide and give consent on their underage child obtaining citizenship, as the father is.

2). Pursuant to Article 4 "On the basis of origin a child can obtain the RM citizenship, whose one of the parents, at the moment of the child's birth, is a citizen of the RM, and the child is born in the RM, unless the parents consensually decide for the child to obtain the citizenship of the other parent, as well as if, at the moment of the child's birth, one of the parents is a citizen of the RM, and the other one is unknown or of unknown citizenship, or is stateless, and the child is born abroad. The RM citizenship is also conferred on an adopted child in case of full adoption, where both or one of the adoptive parents are citizens of the RM".

According to the above stated, the Law speaks of a parent and not of a mother or a father, meaning that their rights in terms of the possibility for citizenship to be conferred upon their children are equal.

It becomes clear from above that the constitutional determinations for equality of the citizens of the RM in relation to citizenship are accepted and specified in the Law on the Citizenship of the Republic of Macedonia.

The principle of gender equality in the implementation of this Law is also evident in the record keeping, where there is no mention of differentiating on the basis of gender, whatsoever, but always mentioned are the total number of persons applying, persons who have obtained citizenship, or have been denied it, grounds for the procedures, etc.

The Republic of Macedonia recognizes that women have equal rights with men, regarding acquisition, change or retention of their citizenship, which is in compliance not only with the Convention on Elimination of All Forms of Racial Discrimination of Women, but with other international treaties and acts in this field that the Republic of Macedonia has signed and ratified.

ARTICLE 10: EDUCATION

Member states shall take all appropriate measures to eliminate discrimination against women, in order to ensure equal rights for men and women in the field of education, and in particular, on the basis of men's and women's equality, to provide:

a) equal career and professional orientation conditions, in terms of studying opportunities and obtaining diplomas in educational institutions of all categories, both in rural and in urban areas; this equality shall be ensured in pre-school, general, technical, vocational and higher technical education, as well as in all types of professional orientation;

b) availability of the same curricula, the same examinations and teaching staff with qualifications of the same standard, as well as school premises and equipment of equal quality;

c) elimination of the traditional concept of the roles of men and women at all levels and in all forms of education, by encouraging establishment of mixed classes and other types of education that can contribute to the achievement of this goal, particularly through revised textbooks and curricula and adjusted teaching methods;

d) equal opportunities to benefit from scholarships and other study grants;

e) equal opportunities for access to continuous educational programs, including adult and functional literacy programs, particularly those aiming at reducing, within the shortest time possible, of the existing educational gap between men and women;

f) reduction of female student dropout rates and organization of programs for girls and women who leave school prematurely;

g) equal opportunities for active participation in sports and physical education;

h) access to specific educational information to help ensure health and well being of families, including information and advice on family planning.

a) Pursuant to the Constitution of the Republic of Macedonia (Art. 44), every citizen is entitled to education. Education is accessible to all under equal conditions and primary education is compulsory and free of charge.

Under the existing legislation, which regulates educational activities, pupils and students are treated equally in terms of gender.

In the current legislation regulating primary education, specifically in the Law on Primary Education of 1995, which is in compliance with the Constitution of the Republic of Macedonia, as well as reform programs for transformation of the educational system, there is evident insistence on providing equality between male and female student populations. This is of fundamental importance and a kind of a precondition for progress of the overall social system. It means creating equal opportunities in any sense and, within that framework, equal access to education and other types of training in the unique educational system. Correspondingly, there is no discrimination against female pupils as opposed to male ones in the sub-system of pre-school and primary education, which proves nonexistence of gender-based differentiation related to exercising basic rights and freedoms on the part of female pupil population in pre-school and primary education.

Also, the Law on Secondary Education of 1995, Art.3, Para.2, reading: "Discrimination based on gender, race, skin color, national and social origin, political and religious beliefs, property and social position is not allowed", guarantees women's equal rights to access to secondary education.

The Law on Higher Education of 2000, regulates in a separate article (Art.2) the right to education of the citizens of the Republic of Macedonia at higher education institutions under the same conditions, which means equal access of both male and female population to higher education.

At the same time, Chapter 2 of this law addresses the content and autonomy protection of all members of the academic community in the higher education, whereby their intellectual freedom and creative nature of research and educational process are guaranteed to them, as paramount values and abilities (Art.10 and Art. 11), including the autonomy to manage higher education institutions as a segment of the overall academic freedom of higher education institutions (Art. 12). Thereto, the inviolability of the autonomy refers to carrying out higher education and other activities that protect the academic community members' rights to nondiscrimination against citizens, based on gender, race, skin color, nationality and ethnicity, social origin, political and religious beliefs, property and social position (Art.13). Of all the rights of the academic community members, this article gives priority precisely to the right to protection against gender-based

discrimination, thereby emphasizing the significance of this issue in the text of the Law and making no distinction on the basis of gender anywhere in the text.

Also, the 1998 Law on Pupils' and Students' Standard, although containing no specific provisions directly related to this issue, addresses the topic with equal significance for both pupils and students, making no distinction between the two genders.

The comments on separate paragraphs of Article 10 of CEDAW contain appropriate statistical data on the situation in different educational segments; primary, secondary and higher education, as well as pupils' and students' standard, for the respective period, which has been obtained from the State Institute of Statistics of the Republic of Macedonia.

1. Pre-school education in the Republic of Macedonia for the children of pre-school age is organized and carried out in the so called groups "of big boys and girls", at the organizations for upbringing and education of preschool age children, which belong to the portfolio of the Ministry of Labor and Social Policy, as well as in the so called "pre-school" groups at the regular primary schools, under the Ministry of Education and Science. Both types of institutions carry out upbringing and educational activities following common curricula, and the teaching staff profile is determined on the basis same norms and standards.

Pupils acquire primary education at regular primary schools that are public institutions and whose establishment or dissolution is decided upon by the Government of the Republic of Macedonia, in co-operation with local government units.

For special categories of students, primary education is also organized in health institutions, correctional and penitentiary facilities, while for children with special needs resulting from physical or mental impairments in their development, depending on the level and type of impairment, special primary schools or classes are organized. Worthwhile mentioning is the fact that the Ministry of Education and Science, in co-operation with the Bureau for Development of Education, is making efforts to include these students in the regular classes at primary schools.

For students over 15 and up to 17 years of age, which is the upper age limit of primary education coverage, special primary education for adults is organized at schools or special institutions aiming at completing primary education. There are also primary art schools for elementary music and ballet education, organized as additional education for pupils with affinity for music and ballet.

In rural and mountainous areas, depending on the number of pupils, education is organized in regional schools, with a widely developed network on the whole territory of the country, with the purpose of drawing it closer to the place of permanent residence. This contributes to decreasing the percentage of illiterate students who are not covered or live in remote areas. There is also organized transportation and accommodation in boarding schools and families, which is materially supported by the relevant ministry, while these services are free of charge for students with special needs.

All classes are organized with heterogeneous gender structure, and anything that relates to primary education students is relevant to both genders. Participation of female students in the total number of students enrolled in regular primary schools for the reporting period is presented in the following table:

Ref. Number	School year [1]	No. of regular primary schools	Total No. of students	Total No. of female students	% of female students
1.	1995/96	1046	259 515	125 310	48.3
2.	1996/97	1045	258 587	124 817	48.3
3.	1997/98	1043	256 275	123 629	48.2
4.	1998/99	1041	255 150	123 068	48.2
5.	1999/00	1036	252 212	121 768	48.3
6.	2000/01	1010	246490	119273	48.4
7.	2001/02	1010	242707	117676	48.5

1) End of school year situation

Source: Ministry of Education

Based on previous quantitative indicators, equal treatment of students of both genders can be observed in both enrollment policy and educational process and certification. The minimum differences that appear in the percentage ratio between the two genders depend on the natural birth rate of the generations of students and their gender structure.

In the field of professional orientation, continuous education is being organized, starting from the earliest age, and through applying a single approach and method of work with both genders, through continuous talks with the parents to overcome the prejudices, especially in certain ethnic environments with Muslim confession of faith where they are more emphasized, noticeable positive changes in behavior are achieved and attitudes towards so called "male and female" professions are changed, which aims at overcoming all obstacles to full emancipation of female children.

2. In 2000/2001, secondary education was conducted in 95 state schools, of which 4 for students with special needs and 4 private secondary schools. The system of secondary education comprises students from 14 to 19 years of age. Most of them are covered in their place of permanent residence, and a certain number of them commute or are admitted to students' boards.

For the reporting period (1995/1996 -2001/2002), the participation of female students in the total number of students amounts to slightly more than 48%, which corresponds to the percentage of female population in primary education, and points to equal participation of female students in relation to male students in primary education.

Based on figures related to ethnic affiliation in secondary education, Macedonian female students participate with 51%-52%; Albanian ones from 37% to 41%; Turkish from 29% to 37%; Roma from 31% to 40%; Vlach from 46% to 52%; Serbian from 39% to 42% with an upward trend.

Analyzing the vocations in secondary education and participation of female students in specific vocations, in 2001/2002 for example, the following were considered the most attractive: ballet, language high-school, textile, medical, office management, geological, law, personal services, chemical and

technological, where they participated with 66.7%-86.8%. The lowest participation was observed in the vocations of electrical and mechanical engineering, with an average of about 7%.

Gender equality in secondary education also applies relevantly in the selection of profiles, professional orientation and obtaining degrees. In spite of undertaking continuous activities to involve girls equally in secondary education, in the underdeveloped hilly and mountain areas, there is still a traditional understanding that female children should not be included in secondary education.

State secondary schools are located in urban areas, and vocational schools are located by regions. In order to eliminate stereotypes related to secondary education continuation and to increase the coverage of girls in certain regions, there are separate individual classes in less developed areas:

- Gostivar, high-school education in the villages of Rostushe and Negotino;

- Tetovo, health education in Gostivar;

- Delchevo, high-school education and textile in Makedonska Kamenica.

3. In 2001/2002, a total of 44,710 students in the Republic of Macedonia enrolled in the two state universities, the Skopje University of "Sts. Cyril and Methodius" and the Bitola University of "St.. Kliment Ohridski", of whom 24,691 or 55.2% were women. Out of the 41,590 students enrolled in faculties, 23,279 or 56.0% were women, while vocational colleges had 786 or 70% female students out of the total number of 1,123.

Compared with previous school years, out of 40,246 students in 2000/01, 22,463 or 55.8% were women; in 1999/00, 20,325 or 55.04% of 36,922 students were women; in 1998/99, 19,359 out of 35,141 students were female, and in 1997/98, 17, 484 or 54.6% of the total of 32,048 students were female; in this period, the participation rate of female population in the total number of students ranged from 54,6% to 55,8%, which proves a higher percentage of female participation in the overall student population. This rate of representation can be observed in the following table:

Students enrolled in faculties and vocational colleges

	Total		Vocational Colleges		Faculties		First degree at faculty	
Year	Total	Women	Total	Women	Total	Women	Total	Women
2001/02 %	44710	24691 55.2	1123	786 70	43587 41590	23905 54.8 23279 56.0	1123 1997	786 70 563 28.2
2000/01 %	40246	22436 55.8 22463	840	611 72.7	37802	21423 56.7	1604	429 26.7
1999/00 %	36922	20325 55	927	652 70.3	34390	19200 55.8	1605	473 29.5
1998/99 %	34850 35141	19238 55.2 19359 55.0	1100 1126	700 63.6 703 62.4	31432 32712	18221 58 18656 57.0	1399 1403	317 22.7 22.5
1997/98	32048	17484 54.6	995	691 69.4	29590	16405 55.4	1463 26.5	388

Source: State Institute of Statistics

In the higher education institutions of the Republic of Macedonia, the percentage participation of female population in the overall number of newly enrolled students, which, in this period (1997/98-2001/02), ranged from 7,930 to 12,422 students, meaning an increase of 56.6%, was between 4,324 and 6,440 female students, a rise of 48.9%. The percentage of female students in the total number of newly enrolled students ranged from 53% to 55% and followed the percentage of female students in the total number of enrolled students.

Declared ethnic structure of female students in the total number of enrolled students is presented in the following table:

Enrolled students – citizens of the Republic of Macedonia, according to declared ethnic affiliation

	Total		Macedonian		Albanian		Turkish		Roma		Vlach		Serbian		Other	
Year	Total	Women	Total	Wo.	Tot.	Wo.	Tot.	Wo.	Tot.	Wo.	Tot.	Wo.	Tot.	Wo.	Tot.	Wo.
2001/ 2002	44575	24626 55.2%	39765	22149 55.7	2192	1094 49.9	546	269 49.3	126	68 54.0	417	257 61.6	822	425 51.7	707	364 51.5
2000/ 2001 %	40075	22381 55.8	35396	20069 56.7	2285	1053 46.1	444	223 50.2	108	66 61.1	408	252 61.8	746	386 51.7	688	332 48.3
99/00	36679	20216 55.1	36269	18271 50.4	2028	885 43.6	409	207 50.6	71	35 49.3	374	220 58.8	717	369 51.5	451	229 50.8
98/99	34850	19238 55.2	31095	17387 55.9	1916	866 45.2	371	174 46.9	48	27 56.3	329	205 62.3	666	365 54.8	425	214 50.4
97/98	31768	17350 54.6	28986	16004 55.2	1308	568 43.4	245	125 51	35	15 42.9	287	170 59.2	518	263 50.8	389	205 52.7

Source: State Institute of Statistics

On the basis of the table above, it can be concluded that the percentage of female students in the reporting period is as follows: Macedonians – 50.4% to 55.9%, Albanians –43.4% to 49.9%; Turkish – 46.9% to 51%; Roma – 42.9 to 61.1%; Vlachs – 58.8% to 61.8%; Serbs – 50.8% to 54.8%, and others – 48.3% to 52.7%.

The percentage of female students in this period, according to nationality, ranges between 42.9% and 62.3%, which would, on average, mean percentage supremacy of the total number of enrolled female students over male ones, particularly in the last school year.

The overall number of enrolled students by scientific disciplines is presented in the following table:

	Total		Natural and mathematical sciences		Technical and Technological sciences		Medical sciences		Bio-technical sciences		Social sciences		Humanitarian sciences	
	Tot.	Fem.	Tot.	Fem.	Tot.	Fem.	Tot.	Fem.	Tot.	Fem.	Tot.	Fem.	Tot.	Fem.
2001/ 2002	44710	24691	3131	2006	10169	2785	3605	2569	3401	1418	23589	15592	815	321
%		55.2		64.0		27.4		71.3		41.7		66.1		39.4
00/01	40246	22463	2903	1938	9012	2564	3388	2369	3270	1372	20893	13913	780	307
%		55.8		66.8		28.4		69.9		42.0		66.6		39.4
99/00	36922	20325	2887	1903	8912	2534	3467	2396	3209	1317	17643	11842	804	333
%		55.0		65.9		28.4		69.1		41.0		67.1		41.4
98/99	35141	19359	2662	1789	8828	2515	3025	2114	2715	1102	17158	11524	753	315
%		55.1		67.2		28.4		69.9		40.6		67.1		41.8
97/98	32048	17484	2384	1609	8655	2445	3224	2271	2468	1037	14619	9821	698	310
%		54.6		67.5		28.2		70.4		42.0		67.2		44.4

Source: State Institute of Statistics

According to the data shown, female students show greatest interest in the social sciences, between 66.1% and 67.2%; and from 64.0% to 67.5% in the natural and mathematical sciences, the same as in the case of medical sciences. Female students show lower, though significant, interest in technical and technological sciences, in comparison with other scientific fields.

Based on statistical indicators regarding the number of students graduated from higher education institutions, the percentage of graduated female students in this period ranges from 53.6% to 62.8% or, on average, it is 59.1%.

The percentage of female Master degree holders ranges from 41.1% to 52.8% for the reporting period, or 48.4% on average, while the percentage of female PhD holders is between 30% and 43.5% or an average of 35% for the reporting period.

According to ethnic affiliation, the percentage of graduated Macedonian female students is from 54.8% to 61.6%, or an average of 59%; between 35% and 59%, or, on average, 48% for Albanian students; from 38.9% to 69.2%, or, on average, 52 % for those of Turkish origin; 45.8% for Roma students; 50.6% for Vlach ones; 50% for Serbians; and 54% for female students of other nationalities.

b). 1. In primary education, instruction is carried out in accordance with modern curricula and syllabi, wherefore appropriate textbooks, aids and literature have been designed, the contents of which eliminate all gender-based stereotypes. Defined norms and standards for the teaching staff exist in every scientific discipline.

In addition to compulsory subjects, the timetable provides for and enables organization of selected and optional training in certain fields, depending on students' interests and abilities. Then, there is additional tuition and free activities for advancement in certain scientific disciplines, as well as additional training for lower average students.

2. Participation of male and female students in all secondary schools is equal. Both male and female students make equal use of the teaching staff, curriculum and examinations, as well as classrooms and classroom equipment.

From a viewpoint of female participation in the implementation of the educational process, the data shows that it is over 51%. Here again, female Macedonians participate with 56%-59%, female Turks with 39%-48%, while female Albanians participate with about 25% in the total number of the teaching staff. In state secondary schools, 24 persons or 26.6% of the total managing teaching staff of 90 are female principals.

3. With respect to equal access to higher education, both male and female students have equal access to curricula, examinations, school premises, same equipment quality, as well as teaching personnel, whose qualifications have the same level for both male and female students.

	Teaching staff at faculties and vocational colleges						Teaching staff at Universities			
	Total		Faculties		Vocational colleges		Skopje		Bitola	
Year	Total	Female	Total	Female	Total	Female	Total	Female	Total	Female
2001/02	2738	1190	2676	1167	62	23	2472	1102	266	88
%		43.5		43.6		37		44.6		33.1
2000/01	2737	1151	2679	1131	58	20	2477	1067	260	84
%		42.1		42.2		34.5		43.1		32.3
1999/00	2774	1179	2724	1158	50	21	2514	1079	260	100
%		42.5		42.5		42		42.9		38.5
1998/99	2654	1105	2604	1091	50	14	2413	1029	241	76
%		41.6		41.9		50		42.6		31.5
1997/98	2652	1085	2602	1069	50	16	2421	1011	231	74
%		40.9		41.1		32		41.6		32

Source: State Institute of Statistics

From the Overview, it can be concluded that the participation of female teaching and associate staff at higher education institutions in Macedonia ranges from 40.9% to 43.5% in the reporting period.

According to the structures, teachers, associates and other, the gender distribution is as follows:

Year	Total	Women	Teachers	Women	Associates	Women	Other	Women
2001/02	2738	1190	1561	535	1126	626	51	29
%		43.5		34.3		55.6		56.9
2000/01	2737	1151	1495	482	1105	590	137	79
%		42.1		32.2		53.4		57.7
1999/00	2774	1179	1493	487	1149	614	132	78
%		42.5		32.6		53.4		59
1998/99	2654	1105	1385	415	1156	626	113	64
%		41.6		30		54.2		56.7
1997/98	2652	1085	1408	414	1111	597	133	74
%		40.9		29.4		53.7		55.6

Source: State Institute of Statistics

Participation of female teaching staff ranges from 29.4 to 34.3%, and is continuously rising. The percentage and increase of female associate staff in the total number of associate staff is of special importance and it ranges from 53.4% to 55.6%, which will correspondingly reflect on the rise in female teaching staff in the forthcoming period, and will represent further improvement of the structure of both teaching and associate staff of female gender in the higher education.

The gender structure of managerial organs at universities in the Republic of Macedonia is as follows:

	rector/dean		vice-rector/ vice-dean		total	managerial staff
Higher educ. institutions	Male	Female	Male	Female	Total	Female
University - Skopje	22	1 4.5	30	19 63.3	72	20 27.8
University - Bitola	4	3 75	6	6 100	19	9 47.4
Total	26	4 15.4	36	25 69.4	91	29 31.9

The total participation of female teaching staff in the managerial structure, according to the data of 2001/2002 school year, is 32%. Individually, with respect to major managerial functions, this participation is 15.4%, while in the assisting managerial structures this figure is particularly high and amounts to about 70%.

c) In all of the segments of the overall educational system, the curricula and syllabi, textbooks and teaching methods are equally accessible and aimed at the overall pupil and student population, irrespective of gender.

In connection with the elimination of stereotypes related to male and female roles at all educational levels, the example of the Police Academy is underlined, an institution which, pursuant to the Law on Police Academy ("Official Gazette of the RM" No. 40/2003), shall be responsible to educate both new and existing police staff and is under the competences of the Ministry of Interior (former Center for education of staff in the field of security).

Regarding the employee structure, women's positions range from the least complex ones to PhD, at the Faculty of Security.

The Table below illustrates that proportion:

Year	*Total*	*Female*	*Male*	*Percentage*
1997	146	80	66	59.79%
	- Managing	1		
	- Senior	5		
1998	150	70	80	46.66%
	- Managing	1		
	- Senior	5		
1999	144	70	74	48.61%
	- Managing	1		
	- Senior	5		
2000	137	68	69	49.63%
	- Managing	1		
	- Senior	5		
2001	121	61	60	50.41%
	- Managing	1		
	- Senior	6		
2002	112	57	55	50.89%
	- Managing	1		
	- Senior	6		
2003	110	56	54	50.90%
	- Managing	1		
	- Senior	6		

Source: Ministry of Interior of the Republic of Macedonia

It is obvious from the figures analysis that women in this Academy participate in a greater percentage than men, which certainly means great contribution to promoting education in this area.

d) The opportunity to use student scholarships and credits is equal for both male and female members.

The total number of talented student scholarship beneficiaries in the last five years has been 6,164, of which 3,609 or 58.8% are female.

The following table shows the situation with scholarship beneficiaries by school years:

School year	Female	Male	Total
1997/98	488	325	813
1998/99	701	489	1190
1999/00	525	392	918
2000/01	861	634	1495
2001/02	1034	714	1748
TOTAL	3609	2554	6164

The number of students granted talented student scholarships, in this period, amounts to a total of 9,115, of which 5,879 or 64.5% are female talented students.

The situation by gender structure of talented student scholarship beneficiaries is presented as follows:

School year	Female	Male	Total
1997/98	909	311	598
1998/99	1065	440	625
1999/00	2017	806	1211
2000/01	2434	754	1680
2001/02	2690	925	1765
TOTAL	9115	3236	5879

Source: Ministry of Education

Talented students are given the opportunity for a fast progress, twice during primary education, whilst students with poor results in their studies of either gender are provided with the opportunity for extra hours after the completion of regular classes and sitting for exams, to ensure their advancing to a higher grade. Students violating the rules of educational and upbringing activities are subject to pedagogical measures, while any harassment and molestation of students is forbidden and sanctioned.

Also, the total number of scholarships for profiles which are in demand is 809, of which 531 or 65,6% are awarded to female students.

The total number of student loans in the period of the reports was 20,918, out of which 14,362 were granted to female students, which is 68,6% of the total number of loans.

e). In primary education, students between 15 and 17 years of age, which is the upper limit, attend primary education lessons organized for classes of adults in special institutions, and there are also classes for basic musical or ballet education.

Students are also equal in terms of gender with regard to adult secondary education programs through self-education, by way of taking exams for a given curriculum provided by a vocational school through self-financing. Most of adult students are individuals who have failed to complete their education within the required period; they receive further qualification over a three year period, and they join a four year program; or they are in a re-qualification program from one vocation to another, or specialist education.

Also, pursuant to the law, an opportunity is provided for a two-year vocational qualification for individuals who have not completed primary education, and in parallel with their professional qualification, they have to complete the primary education curriculum.

The table below provides a breakdown of adult learners by gender and ethnicity.

School year	Total	Macedonian	Albanian	Turkish	Roma	Vlachs	Serbs	Others	Non-declared	
1996/97	1074	907	113	11	-	2	29	12	-	
female	303	262	18	1	-	2	13	7	-	
1997/98	1146	953	143	20	3	-	13	14	-	
female	412	375	23	2	1	-	4	5	-	
1998/99	1263	1070	141	20	6	1	10	14	1	
female	428	382	34	1	4	-	2	3	-	

Source: Ministry of education;

f) Pupils are covered by schools in the area of their residence, though they are not denied the right to enroll anywhere, and they have to follow a procedure defined in the law. Parents of children who do not go to school are subject to sanctions, because the objective is to eliminate illiteracy due to lack of coverage or erosion of students.

Though at secondary education level conditions are in place to ensure full coverage, the drop out rate is high, mainly in the initial years of secondary education when poor students leave school. The average drop out rate is about 1% for both genders.

g). and h). In recent years several projects have been implemented aiming at emancipation of girls, related to the European network of schools, which promote the health and human relations between genders. Also there are several programs, which invite participation in sport and physical activities regardless of the gender.

The Republic of Macedonia provides education for children with special needs who receive education at special secondary schools. The percentage of female students is about 30%. The table bellow shows the detailed breakdown:

School year	Total students	Girls	
1996/97	341	97	
1997/98	321	89	
1998/99	313	93	
1999/00	322	98	

Source: Ministry of education;

Article 11: EMPLOYMENT

1. Member states should take all measures necessary to eliminate discrimination of women as regards employment to ensure that equal rights are given to both men and women, and in particular:

a) right to employment as inalienable right of all people;

b) right to equal employment opportunities, including the application of equal criteria in the choice of candidates for a given position;

c) the right to a free choice of profession and employment, the right to promotion, safety at work and all the rights and conditions arising from employment, as well as the right to professional development and re-qualification, to include business training, higher professional education and further education;

d)the right to equal pay, including benefits, as well as to equal treatment in the assessment of performance quality;

e) the right to social care, in particular in retirement, unemployment, illness, old age and other types of business incapacity, as well as the right to a paid leave;

f) the right to general and occupational health care, to include the protection of biological and reproductive function of women.

2. To prevent discrimination of women as a result of entering marriage or motherhood, and to protect their right to employment, member states shall take necessary measures to ensure:

a) prohibition, under threat of sanctions, of making women redundant due to pregnancy or maternity leave and discrimination in terms of dismissing from job due to marital status;

b) introduction of paid maternity leave and similar social security benefits without losing the right to keep the job, years of service allowance and social allowances;

c) incentives to provide the necessary social care services to allow parents to balance between family and professional and social obligation, in particular by stimulating the establishment of a network of child care institutions;

d) provision of special care for women during pregnancy regarding positions, which have been proven to harm pregnant women.

3. legal protection measures pertaining to issues covered in this article are reviewed periodically in light of scientific and technological advancements and, as and when necessary, are reviewed, removed or retained.

Pursuant to the constitution of the Republic of Macedonia, (Article 32, p. 1) every person has the right to work, free choice of employment, protection at work and unemployment benefits, and employment is available to anyone, under equal conditions without any kind of discrimination, including gender discrimination.

On the basis of the foregoing constitutional provisions, several laws have been enacted to ensure that the constitutional rights pertaining to employment are respected. The following are the laws in question: Labor Relations Law, Employment Law and Unemployment Benefit Law, Law on Increasing Employment.

Two collective agreements have been prepared both in the economic and the non-economic sectors: General collective agreement for the economic sector in the Republic of Macedonia and the General Collective Agreement for the civil service, public enterprises, administrative bodies, local self government bodies and other legal entities engaged in non-economic activities. Nearly all sector specific collective agreements have been made on the basis of the two collective agreements.

Issues pertaining to labor relations are regulated in the Law on Labor Relations passed in 1993. The Law has been amended several times under a number of labor market reform programs. There are several other regulations in primary and secondary education , which regulate this subject area.

Pursuant to the Stabilization and Association Agreement concluded between RM and EU on April 9 2001, the Government of RM adopted a program for approximation of the legislation to that of EU. The said documents list the directives pertaining to labor and employment against which approximation of our legislation should be effected, as well as the timetable and the phases of approximation of our legislation to the EU directives. In the first phase, approximation has been carried out with several EEC directives: Council's directive 75/117/EEC- the principle of equal pay for men and women, Directive 76/207/EEC- equal access to employment, education and equal working conditions, and the Directive 97/80/EEC- the burden of proof in discrimination cases. The said directives are linked with the Labor Relations Law and other labor associated legislation.

So article .8-a of Labor Relations Law (Official Gazette of the Republic of Macedonia No. 25/2003.) sets out that employers shall not place the applicant or worker in an unequal position on the basis of race, skin color, gender, age, health, disability, religious, political or other beliefs, membership of unions, national or social background, property status or other personal circumstances.

Women and men should be provided equal opportunities and treatment in employment, career development, safety at work, conditions, working hours and cancellation of employment contracts.

Also, article 70 of the Labor Relations Law is followed by a new article 70-a, which reads (Official Gazette of the Republic of Macedonia No.25/2003): *"employers shall pay equally for the same position irrespective of gender"*. Provisions of contracts and collective agreements contrary to paragraph 1 of this article are null and void.

Employment

Events in recent transition years have generated some serious existential problems which have imposed the need for solving the problem and creating jobs and income generating opportunities in particular for women, since women were left jobless in higher numbers, thus left without opportunities to earn for themselves and their families. The 2001 labor survey data shows that the total population of working capacity is 1,554,420 of which 782,363 or 50,3 % are women. 55.5% of the total are active in the labor market, while 44.5% are inactive. It is obvious that 55.5% is a relatively low percentage, mainly due to the low share of women, 45.5%, while man account for 65.6%. This illustrates that the population has felt the full brunt of transition changes. Of the total of 599,308 employed, only 242,042 or 40.4% are women. The unemployment rate is 30.5%, with men's share being 29.5%, while the women's one 32.0%. The economic

status of women shows that 69.8% are low paid manual workers, 3.7% are women employers, 4.8% are self employed women, and 21.8% are unpaid family workers.

This only shows that self-employment and employment opportunities offered by the private sector are not utilized by women. This means that in future efforts should be made to raise the interest and build women's capacities, as well as mutual support to take up businesses, thus contributing to solving the unemployment problem and to improving the economic status of women.

During the transition, employment in Macedonia was distinctly extensive, due to which the abundance of cheap labor prevented rational and efficient use of human capital. The shift to market economy only deepened the problem of rational use of labor in terms of quantity and quality, and the privatization process imposed the need for downsizing (excessive employment is estimated to remain at about 30%, prior to the beginning of privatization and structural reforms).

Labor downsizing, rationalization and increased labor efficiency have, according to the official sources, given rise to a significant reduction of the number of registered employed population and change of structure of the labor force.

Table 1 – employed by occupation and gender in the Republic of Macedonia- 1997-2001

Source – State Institute of Statistics

VRABOTENI SPORED ZANIMAWETO I POLOT VO REPUBLIKA MAKEDONIJA
EMPLOYED BY OCCUPATION AND GENDER IN THE REPUBLIC OF MACEDONIA

Zanimawe	1997			1998			1999			2000			2001			Occupation
	Vkupno	Ma`i	@eni	Vkupno	Ma`i	@eni	Vkupno	Ma`i	@eni	Vkupno	Ma`i	@eni	Vkupno	Ma`i	@eni	
	1997			1998			1999			2000			2000			
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
Vkupno	512301	328404	183896	539762	341876	197886	545222	337994	207228	549846	339550	210297	599308	357266	242042	**Total**
Zemjodelski i srodni rabotnici	84256	57495	26760	94817	63335	31482	101613	64496	37117	108125	65495	42630	131094	74842	56253	Agricultural and related workers
Rudari, industriski i srodni rabotnici	163988	126752	37236	173846	130734	43112	162093	118380	43713	168830	124464	44366	190458	130630	59828	Miners, industrial and related workers
Rabotnici vo trgovija	50116	28672	21444	55363	32178	23185	49311	27835	21476	47589	26371	21218	56339	30289	26050	Workers in trading
Rabotnici za uslugi	34962	18299	16663	35587	15930	19657	34745	16414	18331	33338	16264	17074	36842	16452	20390	Workers in services
Personal za op {testvena za{tita	19980	19454	526	20651	20154	496	19940	19035	906	21263	20337	926	27659	26743	916	Social security staff
Upravni, administrativni i srodni rabotnici	52255	20302	31953	52064	20480	31584	49460	20603	28857	51947	22407	29540	50330	20007	30322	Administrative and related workers
Rakovodni lica	18866	14165	4701	19700	14500	5199	26021	19825	6196	26703	20427	6276	21610	16246	5365	Management staff
Stru~waci i umetnici	83784	40024	43759	82854	40323	42532	82052	38089	43963	83065	37006	46059	77205	35049	42156	Experts and artists
Ostanti zanimawa	426	426	-	995	877	118	724	724	-	1238	1238	-	961	875	86	Other occupations
Rabotnici bez zanimawa	3667	2814	853	3884	3364	520	19262	12593	6669	7749	5540	2208	6809	6134	675	Workers without an occupation

Izvor: Anketa za rabotna sila

Source: Labor Force Survey

Regarding the economic activities, the highest number of women is in industry and mining, 37,236, while the lowest in farming and associated activities, 26,760, and no qualification workers make up 853. In non-economic activities women account for the highest number in administrative and associate workers, 31,953, while defense has had the lowest number of 526. In 2001 of the total of 599,308 persons with employment, women accounted for 242,042, of which in commercial activities the highest number was in industry and mining 59,828, and in non-commercial activities the highest number was 42,156 as experts and artists and 30,322 administrative workers.

Table 2 – Job seekers by vocational education level

Source : Employment Bureau of the Republic of Macedonia 1997-2002

of persons seeking jobs according to their vocational education registered at the Employment Agency of the Republic of Macedonia

Year	Total		unskilled labour		semi-skilled and incomplete secondary		skilled and highly skilled		complete secondary education		junior college		higher education	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
1997 December	203499	82368	114225	50379	21039	8268	46711	16847	21524	6874	6374	3819	8670	4542
1998 April	227038	89886	126431	57426	16155	4154	53077	19508	31375	8798	6860	3790	9065	4570
1999 December	292454	113947	161571	70477	21110	7118	69506	24717	40267	11635	7401	4042	11613	6279
2000 December	306848	119800	176410	77826	16696	4439	68231	24401	45511	13134	6924	3735	11952	6682
2001 December	304341	116956	173251	75255	16482	4473	66280	23380	48328	13848	6906	3674	12776	7371
2002 June	318732	121851	179155	77499	16860	4612	67475	23163	55242	16577	6745	3426	12659	7073

Table 2 shows that out of 257,666 individuals looking for employment, in 1997, 116,323 were women. There were 50,379 unqualified individuals, 4,542 individuals were with university degree. In 2002, out of 370,112 individuals looking for a job, there were 162,013 women. The number of unqualified workers was 77,449 and the number of highly educated was 7,073. This data shows that the number of unqualified women looking for employment has increased. Yet, the number of women with high education looking for a job has slightly increased.

Table 3 – Individuals looking for employment according to age structure

Source: Employment Bureau 1997-2002.

Employment Agency of the Republic of Macedonia

REVIEW

of the age structure of persons seeking job registered at the Employment Agency of the Republic of Macedonia

Year	Total		up to 30 years of age		30-40 years of age		40-50 years of age		older than 50 years of age	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
1997 December	257666	116323	120620	55479	76058	35306	39464	18664	21524	6874
1998 April	275232	122822	117301	55276	77073	35224	49483	23524	31375	8798
1999 December	354660	156990	160457	73868	93272	42846	60664	28641	40267	11635
2000 December	366211	163581	162864	77478	95430	43752	62406	29217	45511	13134
2001 December	360340	159395	152927	72781	95189	43391	63896	29375	48328	13848
2002 June	370112	162013	143721	68817	100257	44984	70892	31635	55242	16577

The regulation guarantees equal employment conditions for men and women. The Law on Labor Relations determines the conditions for establishing employment.

Pursuant to the Constitution of the Republic of Macedonia, and the labor legislation, every individual is entitled to appropriate earning, and daily, weekly and annual breaks and holiday periods. This excludes the existence of discrimination against women of whatsoever kind, regarding salary. Referring to equal pay for equal work, women receive the same salary as men. Employees are entitled to salary allowances during the

annual vacation, holidays, pregnancy, child delivery and maternity, childcare, re-qualification, qualification and professional development under other requirements regulated by the law.

Unemployment

Issues related to employment and unemployment benefits, are regulated by the Law on Employment and unemployment benefits passed in 1997 (Official Gazette of the Republic of Macedonia No. 37/97,25/2000,100/2000 and 50/2001). This law, inter alia, contains provisions related to the entitlements arising from unemployment, including the right to allowance i.e. terms and methods of acquisition of this right and entitlement to exercise this right, besides the other rights stipulated by the law, as well as, provisions regulating the financing rights.

According to the records of the Employment Bureau of the Republic of Macedonia, at the end of December 2002, the number of registered unemployed persons was 374,144, of whom 209,131 (55.9%) men, and 165,013(44,1%) women.

The structure of the unemployed according to the age structure has been very unfavorable in the past several years, with prospects of becoming even worse. The number of unemployed at the age of 30 is 39.6% out of the total number of unemployed, and 60,4% is the percentage of the remaining unemployed individuals over 30 years of age (30-40 years of age – 26.7%; 40-50 years of age – 19.2%; and over 50 years of age – 14.5%).

The situation is unfavorable, as well, with the structure of the unemployed according to qualifications. More than half of the unemployed (52.9%) have no qualifications, are semi-qualified, or individuals with completed primary education, only. The unemployed with completed secondary education participate with 24.0%, qualified and highly qualified 18%, unemployed with completed high education 3.3% and higher 1.8%.

Resulting from the measures undertaken to date, on the part of the Government of the Republic of Macedonia, aimed at raising the rate of economic equality of women and to abolish discrimination in the labor market in 2001, there is certain evidence of effects, reflected in the employment achievement of women 30.9%, the highest percentage related to the past years from 1996 onwards, accompanied by the lowest rate of unemployed women of 32.0%. This, however, is a significant success in the area of employment of women, However, this success is unsatisfactory in comparison with the total registered unemployed women.

In accordance with the positive legislation, in the recent years in the Republic of Macedonia, there has been a trend for establishment of a specialized institutions network for supporting businesses, and many entrepreneurs use their services regardless of their gender. Except for two or three organizations founded with foreign investment, the rest of them have failed to consider that it is necessary to introduce specialized programs for women entrepreneurs similar to the treatment of women entrepreneurs abroad.

Considering the regions, the greater number of unemployed are registered in the bigger cities. In order to stop the upward trend of unemployment, activities were undertaken in the normative sphere through enactment of new regulation, particularly the Law on Employment Incentive; Law on Amendments and Addenda to the Law on Labor Relations, and the Law on Amendments and Addenda to the Law on Employment and Unemployment Benefit, which resulted in establishment of normative, legal, and other prerequisites for improved flexibility and competitiveness in the labor market, and employers strengthened motivation for recruitment of new employees - both men and women.

Pursuant to the Law on Employment, the unemployed individual is entitled to assistance in the job search, health care financial contribution, retirement and disability insurance, traveling cost reimbursement etc. The continuation of this financial allowance following the expiration of the period stipulated by the law for a woman-beneficiary of the allowance during pregnancy, which continues after childbirth, the duration of which is stipulated in the regulation on labor relations, is of fundamental importance. The amount of the allowance during unemployment is 50% of the advance payment for the average employment salary in the last 3 months, calculated on the basis of the lowest salary amount in the Republic. Within the Social Reform Support Project there is a Labor Re-deployment Program which involves employment consultation, training and re-qualification of the unemployed, engagement in the public affairs, provision of aid for the small businesses, incubators and regional economic planning, managerial training programs, and other equal entitlements for both men and women.

According to the Government Program for Increase in Employment in 2003 in the Republic of Macedonia, a new Law on Stimulating Employment was passed (Official Gazette of the Republic of Macedonia No. 25/2003) which stipulates measures for employment incentives directed towards specific target groups involved in the long-term unemployed individuals. The measures are directed towards financial subsidies for the employers upon meeting their labor needs, and incentive for enforced registration of the employment of new staff belonging to the group of unemployed individuals.

Rights during pregnancy, childbirth, and maternity

In relation to the basic human rights and freedoms, the Constitution of the Republic of Macedonia, under article 42, guarantees special protection at work for minors and mothers in light of their special position. The Law on Labor Relations follows the provision of the Constitution with the requirements of articles 58 – 68, referring particularly to protection of women.

Pursuant to the above-mentioned law, the employed woman in the Republic of Macedonia shall exercise all the rights to provision of protection at work and during pregnancy. Women cannot be appointed to a hazardous job position and shall not work nights. Such protection is applied for women – mothers of children under 2 years of age.

The woman is entitled to maternity leave with duration of nine months with no interruptions, and if more children are delivered (twins, triplets etc.) – one year. The maternity leave can be initiated by the female employee 45 days prior to the delivery, and obligatorily 28 days in advance. The employed woman, in case of child adoption, is entitled to the same rights. The father of the child shall exercise the right to the leave in case of death of the mother, if the mother abandons the child, or if the mother is prevented to exercise her rights because of justified reasons.

If the woman delivers a still born baby, or the baby dies before the expiration of the maternity leave, she is entitled to continue the leave for recovery-needed period, based on doctor's findings, and at least for a period of 45 days, during which she is entitled to all the rights on the grounds of maternity leave.

The employed women during the maternity leave are entitled to salary contribution in the amount regulated by the legislation on labor relations and health care.

After the maternity leave expiration, the employed woman is entitled to a paid leave in case of caring for and upbringing a sick child up to three years of age, being in a need for intensive care. She is also entitled to shorter working hours for the same purpose. The father of the child can exercise these rights. One of the

parents of a seriously disabled child is entitled to work half of the working hours, if both parents are employed, or if the parent is single arising from the findings of a responsible doctor's committee. The shortened working hours shall be considered full time working hours.

Apart from the above-mentioned rights, the employed woman, like other employees, is entitled to a leave, if she is incapable of performing the appointed duties. The sick leave is guaranteed upon submission of doctor's finding. Under the Law on Health Care, the maternity leave allowance is 70% of the salary base. In case of profession-related disease the allowance is 100% of the salary.

The law on labor relations, as well as other laws regulating the women's enjoyment of these rights, have special penalty provisions referring to disciplinary and other kinds of accountability for those preventing the exercising of rights.

The Law on Labor Relations, in terms of provision of special protection for the woman, is in compliance with the conventions of the International Labor Organization regulating this sphere, such as the Convention No.100, of 1951, on equality in rewarding male and female labor; Convention No.3 on employment of woman prior to and following childbirth, nondiscrimination in terms of employment etc.

The regulations under the Law on Labor Relations, regarding the special protection of women at the work place, for example, in the Ministry of Internal Affairs, are more precisely defined with the Collective Agreement of the Ministry of Internal Affairs. (Official Gazette of the Republic of Macedonia, No.8/98, 11/98, 2/2000, and 2/2003).

Article 63 of the Collective Agreement, regulates the right of a female worker appointed to night work, in compliance with the law, to:

- meal or allowance for meals;
- organized transportation or transportation allowance;
- presence of expert employees;
- other benefits.

The Union is entitled to control the process of meeting and implementation of nightshift working conditions. In case when there are no conditions provided for the above mentioned, the Union shall request termination of the night shift, and if the request is not met, the Union shall request Labor Inspection intervention.

The Law on Internal Affairs and the Collective Agreement of MIF, regarding the requirements for obtaining employment status at MIF, exclude any particular provisions referring to women, starting from the equal treatment and the established equality of both the male and female gender. The eventual stipulation of any special conditions for women would involve establishment of discrimination against women, which would, on the other hand, oppose the provisions under the Constitutional declaration: "anyone has the right to apply and work in any position under equal conditions".

Pursuant to article 9 under The Constitution of the Republic of Macedonia, the citizens of the Republic of Macedonia are equal in their rights regardless of their gender, race, skin color, national and social background, political and religious beliefs, social and property status. Starting from the above-mentioned Constitutional provisions, which impose the obligations in that the laws, collective agreements, and other

legislation should be in compliance with the Constitution of the Republic of Macedonia, passing any regulation or addenda requiring discrimination against women shall have the consequence of being rendered null and void by the Constitutional Court of the Republic of Macedonia.

Average age of mothers upon delivery of the first child

1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
23.3	23.4	23.4	23.3	23.5	23.5	23.7	23.7	23.9	24.0	24.2	24.3

Source: State Institute of Statistics of the RM

In The Republic of Macedonia, there is a developed network of facilities, institutions for organized care and parenting. Apart from the Organizations for Care and Raising of Pre-School Children, there are specialized organizations for childcare such as organizations for care of children and youngsters with impaired psychophysical development, and organizations for work with neglected children and youngsters.

Table on the number of children involved in the organizations for care and raising of pre-school children in the Republic of Macedonia in the period of 1997-2001 (conditions until 30.09.2001)

Year	Number of children involved
1997	21.204
1998	22.003
1999	22.564
2000	22.032
2001	21.449

Source: Ministry of Labor and Social Policy

Social Care

Social Care and Social Insurance for the citizens are guaranteed under the Constitution of the Republic of Macedonia, in accordance with the policy for social justice.

Social care for the employees, in accordance with the Law on Retirement and Disability Insurance, is provided by the employer's paying contributions to certain funds (retirement and disability insurance, health insurance, unemployment etc.)

Under the Constitutional principle for non-discrimination on the grounds of gender, the woman exercises the same rights as man in the area of social care.

The insurance holder acquires the right to age-based pension when reaching the age of 63 for men, and 60 for women, having at least 20 years of service.

The insurance holder with less than 20 years of service acquires the right to age pension when reaching the age of 65 (men), and 63 (women), having at least 15 years period of insurance.

During the transition period from 1 January 1994 to 31 December 1998, the age limit for women was gradually increased.

The insurance beneficiary acquires the right to an age pension when reaching 40 years (men), and 35 years of duration of the retirement contribution (women) regardless of the age.

Apart from the age pension rights, the legislation in the Republic of Macedonia stipulates the right to disability pension under defined conditions.

Disability, in terms of the Law on Pension and Disability Insurance, exists when the insurance holder due to permanent changes in the health condition, injuries at work or profession related diseases are caused, which are impossible to be cured by medical treatment, or if there the working capacity is lessened or lost.

Disability pension is determined on the pension basis in the same amount, as the eligibility age for pension of 40 years (men), and 35 years (women) is determined.

The woman insurance holder is entitled, upon her request, to obtain the right to a disability pension in a manner, under the conditions and in the amount equivalent to the man insurance holder.

A widow acquires the right to a family pension, if upon the day of death she has reached 45 years of age, while regarding a widower 55 years of age. Children are entitled to a family pension, i.e. they exercise the right until 15 years of age, and if they attend school until 26 years of age.

In compliance with the Law on Pension and Disability Insurance, the employees exercise defined rights on the grounds of disability – the insurance holder (men) and the insurance holder (women) with some working capability remaining are entitled to shortened working hours, appointing to other appropriate job positions, re-qualification and further qualification.

Table on pension beneficiaries by type and gender for the period 1992 - 2001

Year of using benefit	Age-based		Disability-bases		Family-relations		TOTAL	
	men	women	Men	women	men	women	Men	women
1992	102.021		41.030		50.243		193.294	
	76.059	25.962	28.832	12.198	36.999	13.244	142.563	50.731
1993	113.779		43.867		52.891		210.537	
	84.265	29.514	30.415	13.452	38.935	13.956	157.592	56.922
1994	116.283		45.453		54.847		216.583	
	86.044		32.780	12.673	42.002	12.845	160.826	55.755
1995	116.241		46.509		56.557		219.307	
	85.383	30.858	32.785	13.724	43.369	13.188	161.537	57.770
1996	117.042		47.431		58.254		222.727	
	85.590	31.452	32.985	14.446	44.326	13.928	162.901	59.826
1997	118.148		48.909		60.042		227.099	
	85.806	32.342	32.563	163.456	46.060	13.982	164.429	62.670
1998	119.194		51.208		61.184		231.586	
	85.386	33.358	34.250	16.958	47.060	14.098	167.172	64.414
1999	120.574		52.060		63.205		235.839	
	85.916	34.658	37.218	14.844	48.207	14.998	171.399	64.500
2000	124.213		52.546		64.365		241.124	
	88.405	35.808	37.552	14.994	49.364	15.001	175.321	65.803
2001	125.332		52.619		66.249		247.200	
	89.265	39.067	37.606	15.013	50.801	15.449	17.671	69.529

Source: Health Insurance Fund

Pursuant to article 40 of the Constitution, which ensures special family care and protection, the Law on Social Care of Children stipulates the possibility of obtaining allowance for children up to the third child, at most, by the order of birth. The purpose of such allowance is to maintain and protect the living standard of the child, depending on the family income and the number of family members.

ARTICLE 12: HEALTH

1. Member states undertake appropriate measures aiming at elimination of the discrimination against women in the sphere of health care in order to ensure, on the grounds of equality between men and women, provision of health services, including those regarding family planning

2. Notwithstanding the provisions of paragraph 1 of this Article, member states provide appropriate health services for women during pregnancy, childbirth, and following delivery, by provision of free services, where necessary, and appropriate diet during pregnancy and nursing.

In accordance with the regulations of the Constitution of the Republic of Macedonia, every citizen is guaranteed the right to health care, which involves women's right to health care. The citizen is entitled and obligated to look after and improve his/her health and the health of the others (article 39 of the Constitution).

Citizens have the right to social security and social insurance regulated by the law and collective agreement (Article 34 of the Constitution). Every human being has the right to make independent decisions on children procreation (article 41 under the Constitution). The Republic maintains humane population policy, as for harmonized economic and social development. The Republic particularly protects maternity, children, and minors (article 42 paragraph 1 under the Constitution)

Pursuant to the Law on Health Care (Official Gazette of the Republic of Macedonia, No.38/91-consolidated text, 4/2000 and 5/2000), health care is comprised of the measures, activities, and procedures for maintaining and improvement of health, life, working environment, rights, obligations exercised within the health insurance, as well as the measures, activities and procedures undertaken by the organizations from the sector for health protection and improvement, prevention and combating diseases, injuries and other health disturbances, early diagnoses of diseases, injuries and health conditions, on-time and efficient treatment and rehabilitation with application of medical measures, activities and procedures. Health care is grounded on the policy of accessibility, rationality, and continuity.

With the Law on Health Insurance (Official Gazette of the Republic of Macedonia, No. 25/2000 and 96/2000), a system was established providing health insurance for all the citizens of the Republic of Macedonia, grounded on the policy for universality, solidarity, equality, and cost effective resource usage. With the system for compulsory health insurance, both women and men are involved equally, i.e. provided that the woman has grounds for acquiring insurance, in accordance with the article 5 under the Law (employed, retired, unemployed, social case, farmer, self-employed, etc.), she is included as insurance holder, while provided that the existence of insurance grounds is excluded, the rights arising from the compulsory health insurance are provided by having the status of a dependent on a member of the family.

The compulsory health insurance covers the check-ups and all the other types of medical help provided by a physician in the primary health care, specialist-consultative and hospital health care, preventative, therapeutic, and rehabilitation measures, pharmaceuticals, orthopedic aids and, according to the

lists drawn by the Ministry of Health, provision of emergency health services. Apart from the above mentioned, regarding women insurance holders, i.e. insured persons, compulsory health insurance includes health care during pregnancy and childbirth.

The insurance holder and his family upon usage of the health services delivered, participate with personal funds in the total price of the health service i.e. medicine, up to 20% of the average amount of the total cost of the health service i.e. medicine. Exempted from co-payment for the compulsory health care services are women in relation to pregnancy, childbirth, maternity and family planning, as well as other medical check-ups in the primary health care except for pregnancy termination without medical indication; mentally ill persons institutionalized in psychiatric facilities and parentless, mentally retarded persons, children under 18 years of age and insured persons who need orthopedic applications for lower and upper limbs; hearing aids, ortho-optical and wheelchairs, and applications for physiologic clearings. Apart from the right to health care in the primary, specialist-consultative, and hospital health care, the employed women insurance holders, as well as men, arising from the compulsory health care, are entitled to a salary bonus in case of working impediment due to sickness or professional injury. The base for bonus defining and amount computing is calculated on the same grounds for both insured women and men. Besides, the insured have the right to a salary bonus arising from working impediment due to pregnancy and childbirth, amounting to 100% of the salary earned in the last month prior to the start of the maternity leave.

Termination of unwanted pregnancy (abortion) is regulated by relevant law – Law on Pregnancy Termination (Official Gazette of the Socialist Republic of Macedonia, No.19/77-final version and Official Gazette of RM, No.15.95). Under this Law on Pregnancy Termination, the woman has the freedom to make a decision for pregnancy termination. This right can be limited only for the purposes arising from the health protection of the woman. The Law stipulates the time limit for pregnancy termination (ten weeks from the day of conception), cases of pregnancy termination beyond the former time limit, methods applied in the process of pregnancy termination approval, and standards required to be met by the health care institutions where abortions are performed. Regarding the aspect of prevention of using abortion as a substitute for contraceptive pregnancy prevention measures, the newly passed regulation under the Law on Health Insurance is of essential significance, according to which the costs for abortion without medical indication are levied completely on the woman herself.

Legally grounded programs for implementation of supplementary health care measures

The country, in accordance with the Law on Health Care, provides for all the citizens of the Republic of Macedonia, regardless of their insurance status, resources from the State Budget in order to finance the programs for: certain measures and activities from the preventative health care; obligatory immunization; diagnostics, prevention, and treatment of brucellosis; prevention of brucellosis, protection of the population against AIDS; active care for mothers and children; systematic check-ups for children, pupils, and students; organization and advancement of blood donation; health care for special population groups and certain diseases suffered by uninsured patients; cost reimbursement for patients treated with dialysis; provision of pharmaceuticals for patients with transplants; provision of cytostatics, insulin, growth hormone and treatment of patients with hemophilia; and health care for mentally disabled patients and addicts.

Every year the Government of the Republic of Macedonia adopts a Program for Active Health Care for Mothers and Children stipulating measures and activities for advancement in the health condition and

health care of mothers and children (measures for family planning, and care for the planned and wanted pregnancy, and measures for health care of pre-school children).

Regarding this Report, there are enclosed Programs in integral text, which present the (supplementary) health care of women, treated as particularly vulnerable group (Supplement 1 under the Annex on Health)

International Cooperation: projects supporting the implementation of supplementary measures for health care of the population, especially women and children

Within the framework of the international cooperation in the Republic of Macedonia regarding bilateral and multilateral aspect, many projects have been developed, strictly directed towards enforcing of the health care measures for the population in general, and especially women and children. The needs for development of such projects have arisen from the current political and economic environment in the country and resulted in maintenance of the health status despite the enormous problems facing the Republic of Macedonia in the past decade, particularly the last five years.

For purposes of this Report, a projects list is enclosed, accompanied by special comment on their contents and effects. (Attachment 2 of the Health Annex)

Inclusion of the non-governmental sector

Arising from the project activities approved by the Ministry of Health, it is evident that the involvement of the non-governmental sector in the health care is increasing, especially the women's non-governmental organizations, which is a part of the health care strategy implemented by the Ministry. The effects from several realized projects with non-governmental organizations have opened the ways to establishment of long-term partnership with the non-governmental sector.

As an illustration of the practical function of the non-governmental sector we can mention the activities of the non-governmental organization – Center for Family, Maternity, and Childhood Support – Skopje, which in the period 2001/2002 was involved in the Initiative-Hospitals – Friends of the Babies, in the part of the 10th step implementation: supporting group formation for mothers.

This organization has trained 85 mothers for support of the activities, who, further, with their work on a local level (in their environment) formed 556 groups supporting breastfeeding which covered 2756 mothers and 523 pregnant women, aiming to present true information on nutrition-nursing of children. These results not only confirm the necessity of NGO involvement, but also prove the population interest (female population) and their need for such help.

Development of Local Initiatives

Although after the independence of the Republic of Macedonia, the demand for a centralized health care system was felt, and that was the type of the system implemented, in the recent period the development of local initiatives in all fields of health care is highlighted, which objectively have favorable climate for such initiatives development. The initial activities were undertaken with the assistance of the international organizations (WHO, UNICEF) in the area of mental health, and health care of mothers and children (projects for mental health and nursing support). Local centers for mental health were founded in 5 municipalities, which provide multidisciplinary care (health and social) on a local level. With the Law on

Local Self-Government (Official Gazette of the RM, No.5/2002), legal obligations, for development of such initiatives in the area of health, healthy child raising, health promotion, preventive activities, protection of the employees health and health care at the work place, medical monitoring of the environment, monitoring of contagious diseases, care for patients with special needs (mental health, child abuse etc.), have been established.

Strategy

The Republic of Macedonia, to date, failed to provide a strategic document for long-term development of health care. The Macedonian Academy of Arts and Sciences works on the preparation of this document, anticipating positive and new practices in the development, regarded as strategic reference points. Namely:

Interdisciplinary approach;

- Inter-sectoral approach;
- Inclusion of the Non-governmental sector;
- Development of local initiatives and
- International collaboration.

Such practices already function in the system of health care, which produce results.

General overview of the health care system in the Republic of Macedonia

The general review on the health care system in the Republic of Macedonia, has been drafted as document within the frame of the European Observatory of Health Care Systems, comprised of the partnership between The European World Health Organization Regional Office, European Investment Bank, World Bank, Governments of Norway and Spain, Faculty of Economics and Political Sciences in London, and the Faculty of Hygiene and Tropical Medicine in London, accompanied by Open Society Institute. The former document was published in 2000, and is available for the public on the internet site http://www.observatory.dk. Thus, the principle of transparency of the health system data has been provided on the national and international level. The intention of the Ministry of Health is provision of continual data amending and updating, which will follow the development of the system, currently being in the process of development.

Research conducted in relation to the heath status of the woman and child in the Republic of Macedonia

Monitoring of the health status of the population, including the health status of women and children in the Republic of Macedonia is conducted according to the legally grounded functional reporting and registration system by means of 10 regional and one State Health Care Institute. Data used in this Report arise from this monitoring system. Starting from the last year, within the frame of PHARE Program, a project is being developed for modernization and advancement of the above-mentioned system, and its harmonization with the European systems. With the new system, which is going to be introduced on the basis of the new legislation regarding the sphere of health statistics, the Recommendation No.9 of the Data Collection

Monitoring Committee, referring particularly to the health status of women and aiming to provide improved conditions for progress evaluation in the process of Convention implementation from a formal aspect, i.e. the process of women's rights realization from the critical point of view, should completely be introduced. The initial operational version of the new law has been already drafted.

The Republic of Macedonia has shown special interest for women's health status through the multi-cluster research with micro-nutritive component conducted in 1999, the findings of which were published in 2000.

Referring to the above mentioned, it is evident that the health care system in the Republic of Macedonia is well founded, in terms of protection of the right to health. The system is being reformed, regarding the legislation and practice in the direction of achieving improved meeting of the population's health needs, particularly the vulnerable groups.

Such progress, in certain areas, is already positively reflected in the health status indicators of the population in the Republic of Macedonia, especially women and children. Nevertheless, better long-term results are anticipated, considering the current economic and political condition in the country and the efforts, first of all to maintain, and then, to improve the benefits of the established system.

Mainly, the health sector is not only one more sector. The relations established between the social and economic elements influence the health policy, and they relate to scientific, legal, professional, and ethical elements.

Health care and health status of the women in the Republic of Macedonia

Detailed demographic and vital indicators: Population in The Republic of Macedonia in the past several decades is continually and steadily increasing.

The percentage of female population is steadily increasing, from 49,3% in 1999, by 50% in 2001, and the male population is decreasing, from 102,8 (1990), by 100,1 (2001).

The population growth rate in the period 1990-2001 was gradually falling and from the rate of 9,7 in 1990, it fell to 5,0 in 2001. In the recent years, the fall in birth rate is evident from 16,6 (1990) to the rate of 13,3 (2001), and the increase in mortality from the rate of 6,9 (1990) to 8,3(2001).

The percentage of old people of 65 and over is gradually increasing, from 7,3% (1990) to 10,1 (2001), and further aging of the population is anticipated.

Life expectancy in the past years has slightly increased by 73.0 annually for the whole population. Women have longer life expectancy than men for about 5 years.

	Life expectancy			
	1996-1998	1997-1999	1998-2000	1999-2001
Total	72.49	72.49	72.68	73.05
Men	70.37	70.37	70.48	70.68
Women	74.68	74.68	74.77	75.21

Source: Ministry of Health;

DEMOGRAPHIC AND VITAL INDICATORS:

	1190	1995	1996	1997	1998	1999	2000	2001
Total population	2.131.806	1.966.000	1.992.208	1.998.000	2.008.000	2.025.000	2.031.000	2.036.441
Women	1.050.998	981.704	988.274	997.691	1.002.997	1.011.982	1.019.697	1.017.920
% of female population	49.3	49.9	49.8	49.9	49.9	49.9	50.0	50.0
Women from 15 to 49 years of age in %	25.6	25.9	26.4	25.5	25.5	25.9	26.0	26.0
Women from 15 and over in %	36.5	37.0	40.3	38.2	38.2	38.6	38.9	39.2
Masculine population	102.8	100.3	101.6	100.3	100.3	100.2	100.2	100.1
Population over 65 in %	7.3	8.8	8.5	9.0	9.0	9.5	9.8	10.1
Urban population in %	58.1	58.7	59.0	59.6	59.6	59.5	59.5	59.5
Rural population%	41.9	41.3	41.0	40.4	40.4	40.5	40.5	40.5
Birth rate	16.6	16.6	15.8	14.8	14.6	13.5	14.4	13.3
Mortality	6.9	8.4	8.1	8.3	8.4	8.3	8.5	8.3
Natural growth	9.7	8.2	7.7	6.5	6.2	5.2	5.9	5.0
Fertility rate	2.1	2.1	2.1	1.9	1.9	1.9	1.9	1.9
Maternal mortality	11.3	21.8	0	3.4	3.4	7.3	13.7	14.7
Mortality of babies	31.6	22.7	16.4	15.7	16.3	14.9	11.8	11.9
Unemployed in %	23.6	35.6	38.8	41.7	34.5	32.4	32.0	.....
Employed women Total employed	37.3	37.2	37.7	38.1	39.3	40.3	.....	.....

Source: Ministry of Health;

Mortality and death causes:

Mortality is a significant indicator for the health condition of the population. In 2001, in the Republic of Macedonia 16.919 have died, which means a decrease, related to the previous 2000, of 1.9.%, or the rate out of 1000 inhabitants is 8.3. In relation to the preceding period, from 1990, when the rate was 6,7 out of 1000 inhabitants or 14,643 deceased individuals, the increase is of 15,5%.

Regarding the gender structure in the diseased, the rate of women is lower, 6,1 out of 1000 women in 1990, compared to men 7,6 out of 1000 citizens, and the same raising trend in mortality in both genders is fluctuating in the period 1995-2001, thus it has reached the rate of 7,5 in women mortality and 9,1 in men out of 1000 citizens from the respective gender.

Considering the age structure, far more evident is the difference in mortality according to the gender, thus the rate of women in the advanced age group over 65 is 51,6, and the rate of men is 3,6 out of 1000 respective population.

In the analyzed period there are no changes in the five main death causes, i.e. illnesses related to cardio vascular system are in the first place with 48,6% of the total number of deceased in 1990, and 56,4% in 2001. The percentage of malignant neoplasm is 15,3% in 1990, and 18,1% in 2001. Respiratory diseases 6,3% in 1990, and 3,3% in 2001. Injuries and poisonings 4,8%, in 1990, are on the fourth place, and third place in 2001 with 4,4%.

Maternal mortality in the analyzed period shows fluctuation between 22,8 in 1995 to 3,4 in 1997 and 1998, and in 2001 it is 14,7.

The number of violent deaths in the period 1990-2001 shows slight increase from 700 cases out of 100,000 citizens in 1990 and reaches 741 cases out of 100,000 in 2001. The accidents participate with 61,8% in the total number of the violent deaths, and suicides committed by women are less than those by men, and there is no dramatic increase in the analyzed period.

Female Morbidity

Outpatient polyclinic morbidity

In the office for health care of women in 2000, on a primary level there are 167.601 registered diseases and conditions, which involve morbidity of 2119,3 out of 10000 women. Compared to 1990, when the morbidity rate was 2699%, it has decreased by 46,5%. However, it is evident that the morbidity caused by malignant neoplasm is increasing , and the rate of 64,2 in 1990 is raised by 70,8 women out of 10000 in 2000, the morbidity is caused primarily by malignant breast and uterus neoplasm. In the complete pathology, the most frequent diseases are those of the genital-urinary system 54,5, and the 10 most frequent individual diseases are comprised of period impairment, inflammatory illnesses, infertility, candiaza, pregnancy complications, puerperium, benignant and malignant neoplasm of the uterus etc.

The morbidity evidenced in the activity-general medicine in the period 1990-2000 shows a trend of steady fall. In the activity-general medicine morbidity is more represented in women, with the rate of 8.507,8 out of 10.000 women, compared to men, where the rate is 7.427,7. In the women's disease structure most frequent diseases are diseases of the respiratory and cardio vascular, then abdominal system, muscular system, genital-urinary system and mental illnesses.

Related to the age structure, the diseases are most frequent in the advanced age.

Considering the hospital morbidity in 2001, women are represented with the rate of 801,6 out of 10,000 women, while men are represented with 767,3 out of 10,000 men.

Health Care Service organizational set up

Functional and professional activity of the health organizations is performed within the frames of the existing system with general orientation to significant shift towards preventative health care.

Women's health care is organized in all three levels of health care-primary, secondary and tertiary.

Primary health care, in 2002, being the basis of the health system in the Republic of Macedonia, is conducted through wide network of medical units – points in the country. The Health Service introduces preventive and curative health care by 6 health stations, 18 health care centers, and 16 medical centers – or parts of the health facilities (rural medical units 296, as parts of the health facilities). Within these health organizations, primary health care for women is delivered through the activity-general medicine, occupational health, and dental care; while specialized health care for women is realized within the facilities for women-parts of the health facilities, and medical centers in the Republic (total of 50 units-points), and as well, in the 8 obstetric departments in the outpatient stationeries. Finally, there is a good distribution of services in both urban and rural regions.

Secondary health care is implemented by specialist-consultative gynaecology-obstretics service; The Bureau for Protection of Mothers and Children from Skopje; and obstetrician and gynaecology departments in the general hospitals of the Republic.

Tertiary health care is performed primarily in the Gynecologic Clinic and the Special Hospital for Gynecology and Obstetrics – Cair in Skopje, but as well, in the women's departments in the rest of the clinics and institutes.

Staffing

In 1990, the health care for women was implemented by 1245 medical personnel, and assistants in all three levels. In the primary 363 employees or 29,1%, in the secondary 479 or 38.5%, and in the tertiary health care there were 403 or 32,4%.

The number of doctors was 303, and 211 of them were specialists Gynecologists, there were 728 medical staff with completed higher and secondary medical education.

Compared to 2001, the number of medical staff and assistants fell by 1125 or 9.6% due to the decrease in the number of medical staff with nursing college/secondary medical education. The number of doctors is increasing up to 335 or by 10,6%, and the number of specialists is increasing up to 275 or by 30.3%. The number of medical staff with higher and high qualifications is increasing up to 790 or 8.5%.

Year	Doctors		HE	SE	Total
	Total	Specialists			
1990	303	211	728	214	1245
2000	323	278	794	-	1124
2001	335	275	790	-	1128

Source: Ministry of Health;

In 2001, 92 or 27,5% doctors provide primary health care, 130 or 38,8% secondary and 113 or 33,7% tertiary.

In the overall staffing structure, the qualified in the secondary health care participate with 45,9%, and then the tertiary level follows with 30,4%, the lowest participation is the one from the primary health care of 23,7%.

The ratio of medical staff with higher and secondary qualification with the number of doctors in the primary level is 2,0:1; in the secondary level 2,9:1 and in the tertiary level 2,0:1.

Primary health care (PHC) is implemented through the dispensaries for women's health care involving organizational units for implementation of curative activity 73 (1990) and 50 (2001); the organizational units for preventive health care – gestation counseling service, family planning service, and district health nursing.

Primary Health Care

Heath care organizational units for women in the primary heath care

Types of organizational units	*Number of units*						
	1990	1995	1996	1997	1998	1999/ 2000	2001
Doctor's office	73	62	57	54	51	51	50
Pregnancy Counseling Service	30	50	29	29	30	30	30
Family Planning Counseling Service	27	25	23	23	22	27	25
district nursing	26	17	20	20	21	22	23

Source: Ministry of Health;

Primary health care for women refers to the preventive services delivered by the pregnancy counseling departments, where the number of service users compared to 1990 fell by 22% in 1995, and from 1995 until 2001 there is a rise by 9.8%. The district nursing over the period, with exception to the decrease in 1990, increased by 15.5% in 2001 in comparison to 1990.

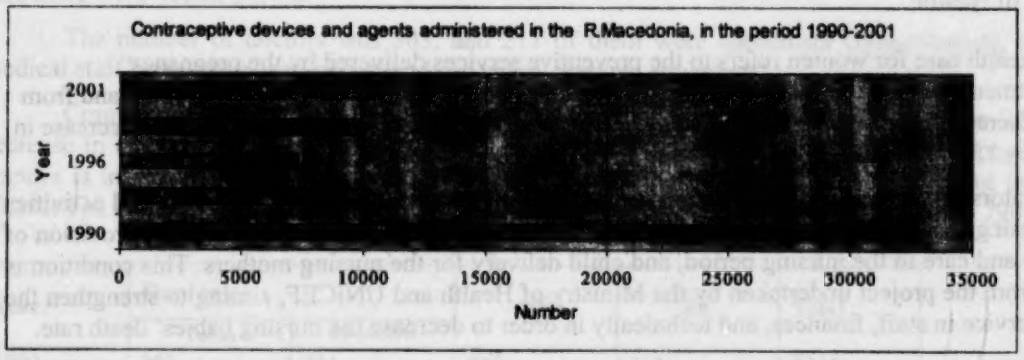
The indicators for district nursing services, reflect the improvement in the organization and activities of the district nursing services, which is of essential importance for the antenatal care, as well as, provision of professional help and care in the nursing period, and child delivery for the nursing mothers. This condition is partly resulting from the project undertaken by the Ministry of Health and UNICEF, aiming to strengthen the district nursing service in staff, finances, and technically in order to decrease the nursing babies' death rate.

Health care for women in the Primary health care according to the number of the services delivered.

Year	1990	1995	1996	1997	1998	1999	2000	2001
Activity of the pregnancy counseling service	154.767	120.240	113.239	114.155	136.795	116.913	144.018	108.455
District nursing service	47.241	127.269	90.399	117.179	115.459	110.066	122.340	120.456
Service users in the family planning counseling service	87.037	35.594	31.723	33.957	29.117	24.300	32.560	22.705
Offices for contraception Total	32.618	10.220	7.353	10.865	9.287	10.248	9.943	10.807
Oral	24.360	7.710	5.118	8.692	7.283	8.143	8.430	9.377
Intrauteral	5.139	1.853	1.244	1.729	1.363	1.392	777	996
Diaphragms	588	337	168	228	127	241	140	53
Other local	2.531	329	823	216	514	472	596	381
Doctor's office attendance	524.362	344.783	288.798	307.941	312.269	306.897	305270	282.786

Source: Ministry of Health;

The chart below presents the situation with the attendance of the family planning services in the Republic of Macedonia, and the administered contraception devices for a period of ten years – 1990-2001. The activities for family planning are insufficient and it is evident that the number or the registered prescribed contraception pharmaceuticals is decreasing.



Source: Ministry of Health;

This condition, presumably is due to the outflow of women in the private gynaecology organizations and the possibility to obtain pharmaceuticals freely and without prescription, which results in difficulties to monitor the application of contraception in order to regulate fertility. In 2001, similarly to the past period, out of total 10807 registered prescribed contraceptive pharmaceuticals, the most prescribed were oral (86,8%), then intrauteral (9,2%), and diaphragm prescribed in 0,5% of the cases, and other local 3,5%.

According to the family planning counseling services the number of prescribed contraception pharmaceuticals in the period 1990-2001, significantly decreases for about two thirds, and the number of attendants decreases for about one fifth part (19%).

Abortion is still used as a method for fertility control and is equaled with the sintagm "family planning", which is reflected in the indicators for delivery and abortion ratio, regarding the recent period, in average 2,5 deliveries are accompanied by one abortion. In 2001, there are 8427 registered abortions, and the ratio with the deliveries is 3,2 : 1.

Deliveries with professional help

Year	Total	In medical institutions		Outside the medical institution			
		Number	%	With professional help		Without professional help	
1990	35.401	30.928	87.4	551	1.5	3.922	11.1
1995	32.154	29.741	92.5	529	1.6	1.884	5.9
1996	31.403	29.603	94.3	221	0.7	1.579	5.0
1997	29.478	27.728	94.1	453	1.5	1.297	4.4
1998	29.244	27.833	95.2	409	1.4	1.002	3.4
1999	27.309	25.682	94.0	820	3.0	807	3.0
2000	29.308	28.231	96.3	407	1.4	670	2.3
2001	27.294	26.183	96.9	172	0.6	655	2.4

Source: Ministry of Health;

Deliveries according to the age of the mother

Year	Total	Under 20		Over 35	
		Number	%	Number	%
1990	35.401	3.840	10.8	1.798	5.1
1995	32.154	3.546	11.0	1.795	5.5
1996	31.403	3.134	10.0	1.605	5.1
1997	29.478	2.965	10.1	1.595	5.4
1998	29.244	2.746	9.4	1.651	5.6
1999	27.309	2.514	9.2	1.547	5.7
2000	29.308	2.593	8.8	1.734	5.9
2001	27.010	2202	802	1.614	6.0

Source: Ministry of Health;

Proportion of registered childbirths and registered abortions in the Republic of Macedonia

Year	Number of deliveries	Number of abortions	Proportion of abortions and deliveries
1990	35.704	21.894	1.6
1995	32.440	15.805	2.1
1996	31.712	14.164	2.2
1997	29.777	12.058	2.5
1998	29.547	12.015	2.5
1999	27.587	8.479	3.3
2000	29.357	10.129	2.9
2001	27.294	8.427	3.2

Source: Ministry of Health;

Curative services are presented through the doctor's office visits, and they are decreasing by 45,3%.

Secondary Health Care

Secondary Health Care is implemented in the specialist-consultative services, then gynaecologic-obsetrics departments of the 16 general hospitals in the Medical centers, and Mothers and Children Protection Bureau in Skopje, as a specialized institution in the Republic, dealing with health care and health improvement of the nursed babies and small children through implementation of measures and activities aiming to improve the health care of women in the reproductive period.

Staffing

Secondary Health Care in 2001, was provided by 516 medical staff members and assistants, 513 medical staff, and three assistants. 130, of the total number of medical staff, are doctors (106 specialists), and 383 medical staff with higher and secondary education. The ratio of doctors and medical staff with higher and secondary qualifications in 2001 is 1:3. Regarding 1990, there was increase in the number of doctors specialists of 39,4% in the gynaecology and obstetrics departments, and the number of employees with secondary and higher education has increased by 2,2%.

There is one specialist-consultative gynecology-obstetric service in Bitola, where in 2001, the service was delivered by one doctor specialist, and in Demir Hisar, where the service was delivered by one doctor specialist and one intern doctor.

The gynaecology and obstetric departments in the general hospitals in The Republic of Macedonia in 2001, have delivered services by 122 doctors, comprised of 99 specialists, and further 376 medical staff with secondary and higher qualifications. The ratio of doctor with this profile of medical staff in the Republic is 1:3,1. Regarding 1990, there is slight increase in the number of doctors, and specialists.

Medical staff in the Gynecology-Obstetrics departments in the general hospitals of The Republic of Macedonia 1990-2001.

Year	Doctors		*Higher and secondary*	Medical staff with Higher qual. And sec.qual. with 1 doctor
	Total	Specialists.		
1990	100	71	368	3.7
1995	105	84	375	3.6
1996	114	91	367	3.2
1997	113	88	373	3.3
1998	106	85	369	3.5
1999	98	78	368	4.0
2000	107	89	366	3.4
2001	120	99	376	3.1

Source: Ministry of Health;

Medical services and activities delivered

At the doctor's office in the specialist-consultative organizations in Bitola and Kumanovo, there is increase in the number of visits in the both medical regions. They increased by 1,5% or out of the total 8905 registered visits in 2000, the number is raised up to 9089 in 2001.

The number of hospital treatment delivered to women in 2001 is 24449, and the former is decreased, in relation to 1990, by 326% when 36,254 women were treated. The hospitalization rate out of 1000 women is 30,6. The number of beds in these departments, in 2001 compared to 1990, has been decreased from 733 down to 722, with annual turnover of 34 women per bed. The average treatment length is 5 days, thus average hospital occupancy during the year is 168,5 days. The rate of capacity usage in the gynecologic and obstetrics hospital departments in the general hospitals of The Republic of Macedonia in 2001 is 46,2 lower compared to 1990 when it was 58,3.

Tertiary Health Care

Highly specialized women's health care in the Republic of Macedonia is implemented at the Clinic for Gynecology and Obstetrics at the Medical Faculty in Skopje, and other clinics and institutes, and the Special Hospital for Gynecology and Obstetrics – Cair in Skopje.

Tertiary health care involves implementation of hospital and specialist-consultative service, with the application of modern diagnostic and therapeutic methods for health care of women, application of high technology and equipment, scientific research conduction and provision of education about health on a high level.

Staffing

In 2001, 342 medical staff members and assistants (comprised of 338 medical staff and 4 medical assistants) provided medical care. 223 medical employees come from the Clinic for Gynecology and Obstetrics, while 119 are employed in the Special Hospital – Cair.

The total number of physicians (113) is comprised of 79 specialists, 46 of them or 58,2% are employed in the Clinic for Gynecology and Obstetrics, while the rest of them have provided health care in the Special Hospital. The provision of tertiary health care involves 225 medical employees with higher and secondary qualifications, and 148 of them work in the Clinic for Gynecology and Obstetrics, where professional activity in the field of health education of women was delivered by 4 medical assistants as well.

However, the ratio between physicians and medical staff with higher and secondary qualifications (1:2) meets the stipulated staffing standards and regulations in the Clinics and Special Hospital.

Compared to 1990, the total number of doctors (78) and specialists (58) is increased. Also, the number of medical staff with higher and secondary qualifications has increased from 171 in 1990 to 215 in 2001.

Medical services and activities delivered

Health services delivered in the women's health care sector, in the Republic of Macedonia, in the tertiary health care, cover going to the doctor's, and going to the medical staff with higher and secondary qualifications in the specialist-consultative service, and hospital days in the clinic and the Special Hospital.

In 2000, high tertiary health care was provided for 14645 women treated in the stationery departments. They made 81286 hospital days in the both institutions, 57972 of them or 71,3% in the Clinic for Gynecology and Obstetrics, and the remaining number in the Special Hospital. The average treatment length in the Clinic is longer (6.7 days), while in the Special hospital women were treated in average for 3.9 days. The hospitalization rate, out of 1000 women in the Special hospital is 25.9%, only for women from Skopje, while in the Clinic the rate is 10,8% regarding the fact that women from all over the country are hospitalized.

The number of beds in the Clinic in 2000 has decreased compared to 1990, from 257 down to 236 beds. The same is the case with the Special Hospital where the number of beds is 138. The number of treated patients per bed annually in the Clinic is 37, and in the Special Hospital 453 patients. The capacity utilization rate in the Clinic is 67,3%, while in the Special Hospital 52,7%. The average bed occupancy for the Clinic is 245,6 days, while for the Special Hospital – Cair 168.9 days.

The top ten most common localizations in women in the Republic of Macedonia for the period 1995-1998 are given in the table 6, of the Annex on Health.

Regarding the castration of women, in the Republic of Macedonia there is no such case registered, neither in the health care organization practice nor in NGO sector as custom practice.

Referring to the women's profession related diseases, to date, only ad hoc studies have been carried out, but continual observation by gender has not been undertaken yet. The health status of women-immigrants is not followed with any particular attention. Thus, a need has been imposed that the statistics system should cover indicators for the population in question.

ARTICLE 13: ECONOMIC AND SOCIAL LIFE

Member countries shall undertake all appropriate measures to eliminate discrimination against women in other aspects of economic and social life, in order to provide ground for equality between men and women, equal rights, particularly:

a) Right to bank loans, mortgage and other types of financial credits;

b) Right to participate in the leisure activities, sport, and other forms of cultural life.

a). As mentioned before, Republic of Macedonia provides special family assistance and protection including family benefits. Maternity, children, and minors are protected under the Constitution of the RM (article 40 and 42).

Pursuant to the Law on Social Care (official Gazette of RM, No.50/1997) and the amendments and addenda of this law, the state is the primary agent of the social care for citizens, and provider of opportunities to exercise the right. The Government of the Republic of Macedonia passes the Program for Social Care Implementation, stipulating the social care regions, specific needs of the population in those regions, and the methods for social care implementation. The Government of the Republic of Macedonia, as well, determines the network of public social care facilities. Grounded on the rights arising from the social care, under the conditions stipulated by this law, conditions shall be provided, and measures shall be undertaken in order to attain social prevention, extra-institutional protection and social assistance for the social care beneficiaries.

Social care beneficiaries, according to the law in question, are citizens of the Republic of Macedonia with permanent residence in RM, and foreigners with granted permit to remain in the country.

Regarding implementation of social protection, measures are being undertaken for prevention of social risk for the citizens, family or group of population, particularly through the educative counseling activity, development of self-help forms, voluntary work with personal engagement without financial contribution, and application of other methods relevant to the social care needs of beneficiaries.

Article 10 under the Law on Social Care defines the rights in the area of extra-institutional care: first social service delivered to social care beneficiaries; individual aid; family assistance; domestic care, individual, family assistance and accommodation in another family.

Institutional Care includes right to enabling for working-producing activities, and right to accommodation in social care institution. Individuals with severe and moderate psychological development disabilities have right to working-production enabling. Right to accommodation in a social care institution, under the law have individuals with inappropriate living conditions in the family, or due to other causes, needing social care accommodation in case of no other form of social care application.

Article 20 of the above mentioned law defines the permanent financial assistance beneficiaries including: permanent assistance for individuals incapable to work, and socially uninsured; permanent assistance for individuals capable to work and socially uninsured; Allowance for care and aid; right to health care; salary contribution for shortened working hours due to care for disabled child; single allowance or other assistance in goods, and housing entitlement.

Right to permanent allowance, in accordance with article 20 under the law, is entitled to an individual with working impediment, and socially insecure status unable to provide funds for existence on the grounds of other regulation.

Individuals with business incapacity, under this law, are those having moderate, severe, and most complicated disabilities in the psychological development, and individuals with other impairments, who due to the impairments are not able to attend school, and after the development period have acquired disability resulting in loss of business capacity; single woman in the gestation period one month prior to the delivery and single parent with a child under three years of age; child over 15 or until 26 if attending full-time school and man and women over 65.

Family, in terms of this law, is single individual or community comprised of man and woman, parents, children, and other relatives living with them bounded under this law in terms earning for their living.

The permanent allowance as a basic entitlement of the beneficiary is defined according to the monthly gross salary by incumbent in non-commercial sector of the Republic of Macedonia, earned in the last three months in amount:

- basic allowance (single beneficiary) 20%

- beneficiary accompanied by one co-beneficiary of the entitlement 28% and

- beneficiary accompanied by more co-beneficiaries of the entitlement 40%.

The average salary by incumbent is defined by the National Office of Statistics of the RM. The permanent allowance is due on a monthly basis. The amount of the minimum salary (for the time being) only for civil servants in the Republic of Macedonia is determined in June 2002 and it is 5060 denars.

Article 32, under the Law on Social Care, regulates the right to health care for the beneficiaries of permanent financial assistance; individuals accommodated in another family and social care institutions; and beneficiaries of allowance for aid and care of other individual if any other grounds for its obtaining are excluded.

Article 33 stipulates the right to salary contribution for shortened working hours arising from the due care for a disabled child, (30% of the average salary) defined by the Law on Working Relations enforced in the Center for Social Service.

Entitlement to single allowance is granted to individual or family under social risk arising from the undergone natural disaster, epidemic, long-term treatment in health care institution or other social crisis. The amount can be up to two average monthly salaries per incumbent in non-trading sector of the RM, earned in the past three months. The amount of the single social assistance is determined by deed enacted by the Minister of Labor and Social Politics.

If the citizen, i.e. a member of the family has a relative living away from the family, for whom he is bound to provide financial support, the Center for Social Care shall ensure the right to social care if the terms stipulated by the Law are met. The financial resources are provided from the Budget of the Republic of Macedonia.

b) According to article 32 paragraph 1 under the Constitution of the Republic of Macedonia, every citizen has the right to work, free choice upon work, and provision of material security during the temporary employment status. Under article 2, every citizen under equal terms is entitled to every working position, and every citizen has the right to appropriate salary. (par. 3).

Paragraph 5 of the same article, of the Constitution, stipulates the right of the employees to further defining of their status by law and collective agreements.

The National Economic Development Strategy of the Republic of Macedonia, in the part referring to the labor market defines grounds and measures for labor market active policy maintaining which involves measures of three types:

- Assistance upon employment (information, employment mediation and consultation,
- Training (further qualification, re-qualification),
- Creation of jobs (development of entrepreneurship of small and medium-sized businesses).

The role of women in the economy and economic decision-making processes is inherent and significant part of the regular activities. It is representation of the right guaranteed by the Constitution, accompanied by the equality between gend..s principle consisted in all of the life segments. However, apart from the above mentioned, there is a considerable difference in the approach of the both women and men, and their abilities to acquire power over the economic structures. Therefore, the activities of the Governmental institutions and women's organizations in the Republic of Macedonia, should be directed towards the efforts for education level raising, child raising and public awareness for the issues related to the role of the woman in the economic decision making processes. This is the only way for women to acquire equal access to bank loans, mortgage and other financial credits, by which they shall exercise the right guaranteed by the Constitution.

Therefore, the Government of the Republic of Macedonia in the program activities is aiming to prevent discrimination and provide gender balance regarding the economic and professional life through:

a) Provision of access to free of charge or inexpensive legal services, in order to ensure equal access to the economic resources, and possibilities for special loaning terms for women, including young women,

b) Provision of participation or common ownership (where possible) for women in the decision-making processes of the institutions offering credit and financial services.

Regarding the implementation processes of the goals in question, there is a need for financial resources from the international organizations for programs and projects developed to promote the women's need for equal access to the economic resources. Thus, this shall be implemented through seminars, working meetings, information materials and foundation of database intended to become initiating ground for activities aiming to eliminate discrimination of women in the field in question.

Referring to the above mentioned, we should mention, as a positive action, the Program for Group Loans developed by the non-governmental organization "Moznosti". This organization has initiated a pilot program in the beginning of 1998, and regarding the positive outcomes, it was developed as regular program from December 1998. The program was funded by The Agency for International Development from USA, USAID, and partly from the Dutch Foundation. According to the data provided by the organization, it is

evident that out of the total number (56) of loans granted only 3 were granted to [illegible]. The realization statement is 11 loans granted in total amount of 19,000 DM.

Trying to analyze the results of the program, the non-governmental organization "Moznosti", in the future is going to extend the action in other towns in The Republic of Macedonia.

c) Women, as well as men, participate in leisure, sport, and cultural activities. Regarding the statistic data on women employed by the culture, art, and information service providers please see the Annex on Culture attached at the end of the report.

ARTICLE 14: RURAL WOMEN

1. Member countries shall take into account the special problems facing rural women, as well as the significant role that they have in the economic security of her family including her work in the non-commercial economic sectors, and they shall undertake all appropriate measures in order to ensure that the provisions under the convention are enforced regarding rural women.

2. Member countries shall undertake all appropriate measures for abolition of discrimination in the rural areas in order to ensure that they, grounded on the equality between men and women, participate in the development of the rural area and its utilization, particularly to ensure their right to:

a)participation in the development and implementation of the projects for improvement at all levels;

b) access to appropriate health care, including information, advice, and services related to family planning;

c) direct utilization of the social care programs;

c) attendance of all types of training and education, formal, informal, including literacy, considered as access to all services incorporated in the community, as well as advisory services, in order to expand the general and technical knowledge;

d) organization of groups for self-help, and co-operative organizations in order to ensure equal access to the economic activities by employment or self-employment;

e) participation in all the activities of the community;

f) access to the farming credits and loans, relieves in products sale, appropriate technology and equal treatment in the land and agrarian reform, as well as the rehabilitation programs;

g) appropriate living conditions, particularly in terms of housing, hygiene, electricity and water supply, traffic relation.

In The Republic of Macedonia rural women represent a significant labor force in the agriculture. Arising from the insufficient general and vocational education, rural women have no other alternative regarding the agricultural vocation, i.e. the activity of the rural women in the agriculture results from the social and economic need, and it has not been her own choice.

The social position of the rural women shows basic inconsistencies of the society, which arise in the development process itself. Namely, the political freedom of women is developing much faster in relation to the economic freedom and establishment of equality between men and women, which however, depends on the radical changes in the cultural concepts, attitudes, and every day behavior of the people.

Two processes influence the social status of the rural women:

- modernization
- de-agrarization

However, her position is influenced by: tradition, the concept for her place and role in the family and rural community, as well as the agglomeration for work and living.

One of the most significant socio-demographic movements in the agriculture itself is represented in the workload transfer onto women, carried out by men in the past.

According to the research conducted in the Republic of Macedonia, and the data acquired, it can be concluded that the authority of the father is undermined. The high percentage of women's influence in the family decision-making processes, as well as her participation in the decision making processes together with men is a significant indicator which highlights the modern family relations.

Two economic functions of the rural woman-housewife and agrarian producer are closely interlocked, and it is hard to make a distinction in certain cases between them, because for a certain period the rural woman is engaged in the household in dealing with the agrarian production.

The way rural women spend their leisure time is characterized by non-existence of two essential requisites for its qualitative spending. The first cause is comprised of the rural women's engagement for 10 plus hours resulting in the inability to utilize the free time and only to relax in a passive way. The second requisite is the tradition and the realistic opportunities for utilization of cultural and fun like leisure time.

Everything that has been mentioned so far involves the need for substantial changes levied on the rural family relations, which should be implemented by strengthened engagement on the part of the country. The new development conditions, particularly the establishment of market economy which provided an adequate position for agriculture, directly influences the improvement of the rural woman's position, contributing to her emancipation and far more appropriate treatment in relation to the up-to-date rural development.

The Gender Equality Unit operating in the Ministry of Labor and Social Policy provides significant position and role for the rural women in its program activities. This is evidenced in the fact that the negotiations between the Tourist Agency of the Republic of Greece and the Economy and Trade Department operating in the Greek Liaison Office in the Republic of Macedonia for international collaboration and development of agro-tourism on the Prespa Lake, are in progress. Not only does this agro-tourism project provide protection of the environment, it also provides employment opportunities in the rural areas. This highlights the need for foundation of association in the country in accordance with regulation and in the form of a private firm founded on economic interest which is going to coordinate the activities related to this aspect, primarily resulting from the intensified involvement of the rural women in such and similar activities.

The women's non-governmental organizations have substantial role for the rural women. Internally in the organizations they have formed committees for the rural women, and committees for children and youngsters. The problems of the rural women are considered to be of great significance to be treated.

The necessity for lifelong learning, in order to obtain new general and technical knowledge, adjustments according to the labor market needs, have initiated the need for new skills, trainings and education. During the past several years more activities have been intensified by the economic entities, agencies, associations which train the employees for informal adult education: computer trainings, foreign languages, involvement of the secondary vocational school and specialized education.

The table below presents the individuals that have acquired vocational skills, and specialized education.

	vocational training		Specialized training	
school year	Total	Women	Total	Women
1996/97	119	7	55	1
1997/98	144	3	70	5
1998/99	-	-	48	4
1999/00	193	154	136	15
2000/01	851	282	521	38
2001/02	344	198	223	16

Source: National Office of Statistics;

The participation of women in the vocational qualifications is particularly evident in the 1999/00 (80%) compared to the past period when this participation was insignificant.

ARTICLE 15: EQUALITY BEFORE THE LAW AND IN CIVIL MATTERS

1. Member countries acknowledge equal rights before the law for both women and men.

2. Member countries guarantee equal legal ability in the civil affairs for both men and women, and provide equal opportunities to exercise it. They particularly guarantee equal rights to conclude contracts, dispose with property, and equal treatment in all phases of the procedure before the court.

3. Member countries agree that all the efforts and all other private instruments of any sort, whose legal effect is directed towards restriction of the legal ability to women, are considered null and void.

4. Member countries guarantee for both men and women equal rights regarding the legislation on movement of individuals and the freedom to choose the place of abode.

(1) EQUALITY BEFORE THE LAW AND COURTS

Pursuant to article 9, paragraph 2 under the Constitution of The Republic of Macedonia "The citizens are equal before the law". Therefore, equality in the enforcement of the law, under the Constitution of the Republic of Macedonia is the starting point in the implementation of the principle of equality between men

and women. This law covers two elements: 1) all citizens are equally treated in the legislation, i.e. the law is valid for all citizens equally (erga omnes tangit); and 2) the law is equally enforced in respect of all citizens by the state bodies, which means, protection of citizens from any kind of discrimination in the entitlements to exercise their rights, and also in the performance of executive obligations.

The Constitution of the Republic of Macedonia, inter alia, stipulates equal rights for both men and women to exercise their rights regarding their access to courts and judicial procedures. Namely, pursuant to article 7 under The Constitution of The Republic of Macedonia: "Every citizen has equal access to courts in the process of protection of rights and legally grounded interest. Every citizen is entitled to lawful, just, and impartial trial of reasonable length. No one can be denied access to courts due to insufficient resources".

2) THE RIGHT TO RECOGNITION OF THE STATUS OF LEGAL SUBJECT AND THE RIGHT TO SIGN CONTRACTS

Considering the fact that according to the national legislation, both men and women acquire the status of legal entity in the same way and under the same conditions, the citizens of the Republic of Macedonia are absolutely equal with regard to the right to sign contracts. Namely, the legislation of the Republic of Macedonia recognizes each natural person's legal capacity to hold rights and obligations in legal matters. It is acquired by birth, and is lost by death or with the act of declaration of a missing person as dead, in a procedure pursuant to the Law on Out-of-Court Proceedings. According to the Law on Inheritance/ Inheritance Act there is an exception to the rule that only a person who is alive at the moment of execution of will can be a legal heir. This exception is also applied to the right to acquire legal capacity by birth. In other words, Article 122, paragraph 2 of this Law states that the already conceived child at the moment of execution of the succession procedure is regarded as alive, if it is afterwards born alive, thus protecting the heir apparent rights of the unborn child.

Apart from legal capacity, the business capacity, i.e. ability of the natural person to establish legal relations with other entities independently, is another integral part of the status of legal entity of the natural person. According to the legislation of the Republic of Macedonia, a person acquires the legal capacity upon coming of age. Pursuant to the Family Act, the it is the age of 18, and at that age an adult acquires legal capacity. As an exception, a person can acquire the right to work at the age of 16 by entering marriage.

Moreover, the legal capacity can be acquired by a natural person even at the age of 15 due to employment.

The minors, under age of 15, are entirely deprived of the business capacity. Their parents, i.e. trustees, take over the legal obligations and rights of the minor. Minors at the age of 15-18 (older minor) have limited business capacity. People who have limited business capacity can sign, without the approval of their legal representatives, only the contracts that are allowed by law (article 56, paragraph 2 of the Obligation Law. They can conclude independently all legal matters that are in correlation with their own earnings. Other legal matters can be concluded only with an approval of their legal representatives. The right to succession, which is acquired by a minor at the age of 15, only if mentally capable, is an exception to this rule (Law on Inheritance, article 62).

Apart from age, mental health is also a condition for a person to have complete legal capacity. People at legal age who due to mental disease are not able to take care of their well-being, their rights and interests

can be deprived completely of their legal capacity (in this sense they are equal to younger minors) or can have limited legal capacity. In this case, they are equal to the older minor.

The court decides upon deprivation or limitation of the legal capacity in an out-of-court procedure. It is a special out-of-court procedure regulated by the Law on Out-of-Court Proceedings that decides on full or partial deprivation of the legal capacity of a person due to mental disease, disability, addiction to alcohol or other hallucinogenic drugs which disable him/her to take care of his/her own well-being and to protect his/her own rights and interests.

(3) THE RIGHT TO OWN PROPERTY

The right to own property in the legal system of the Republic of Macedonia is constitutionally and legally guaranteed in one general formulation (Article 30, Paragraph 1, the Constitution of the Republic of Macedonia), which guarantees the right to own property. From this formulation one can conclude that every citizen, i.e. every natural person (male or female) and every legal entity, has by constitution and law the right to own property under the same conditions. No conclusion can be drawn regarding the range of this article of the Constitution through an isolated interpretation, but through a systematic reading of this provision together with Article 8, Paragraph 1, Item 6 of the Constitution of the Republic of Macedonia, which lists the "legal protection of property" among the basic values of the legal system. The constitutional guarantee of owning property actually guarantees the individual rights of every person to own property, regardless of gender, either in the private sphere of a person's life or at work, taking into consideration that the guarantee of the right of owning property from the quoted Article 55 is complemented by the guarantee of market and entrepreneurship freedom.

The guarantee of the right of owning property does not mean that it is absolutely inviolable, i.e. it does not mean protection from legal activities that are taken on by public authorities in order to serve the collective interest. Individuals are members of the society, and there may be other interests in society that are beyond the interests of the individuals. The individual is obliged to contribute to the common good, even when it is not in his/her own direct interest. Thus, the Constitution of the Republic of Macedonia states that: "Ownership generates both rights and responsibilities, and should therefore, serve to the good of the individual and the community."

With regard to the immediate need for, though not absolute but precisely restricted freedom of the individual by the freedom of all other members of society as a whole, independently of his/her gender, Article 30, Paragraphs 3 and 4 of the Constitution of the Republic of Macedonia states that: "No person can be limited or deprived of his/her property and the rights that are conferred to it, except when it is of public interest declared by law. In case of expropriation of property or limitation of owning property there is a guarantee of a just compensation which cannot be under the market value."

The law on property and other substantive rights of the Republic of Macedonia regulates in details the proprietary-legal rights of marital partners in an separate subdivision called "Mutual Ownership of Property In and Out of Marriage". This law states that the property of marital partners can be joint and individual. The property obtained by marital partners during matrimony is their joint property. Property that belonged to one of the marital partners before matrimony is his/her individual property. Property and the right to own property that a marital partner acquires by way of inheritance, legacy or a received present as well as the objects acquired during marriage which serve exclusively to satisfy the personal needs of one of the marital partners

and are not of a considerably great value compared to the value of the overall joint property, shall be regarded as individual property. Each marital partner administers and disposes of the individual property, unless otherwise agreed in writing.

The right of the marital partners to own real estate, which is their joint property, is recorded in the public register as their joint property under the names of both partners. If only one of the marital partners is recorded as the owner of the joint property, it shall be considered that the registration is made under the names of both marital partners. If both marital partners are recorded as co-owners of particular parts, it shall be considered that they have established their respective shares of the joint property. Marital partners administer and dispose with the joint property reciprocally and by mutual consent. A marital partner can neither dispose of his/her own share of the property independently bring an action before it is actually determined.

In case of selling a particular share of the joint property that belongs to one of the marital partners, the rule of the co-owner's right of first refusal to buy the property is applied. Marital partners can agree in writing that one of them be responsible for the administration and disposal with the joint property or of a part of it. The agreement may cover the entire administration and disposal with the property or may cover only the regular administration of the property or no more than administration of strictly defined domains. The administration includes disposal with the property within the frame of its regular functioning, unless otherwise stated. Each partner is allowed to break the contract of administration and disposal with the joint property at any time, unless the breaking of the contract harms the other marital partner.

An agreement from the other marital partner in an appropriate form required for the legal act in question is needed when the performance of current affairs surpasses the agreed framework of administration and disposal. If the marital partners cannot agree upon the administration of the joint property or upon a specific domain in it, and neither of them asks for the assigning of the shares of the property for joint ownership, the court, at the request of one of the partners, may decide upon required measures with regard to the administration in an out-of-court procedure. Marital partners may split joint property by mutual consent during or after the marriage. In case of a division of the joint property between the marital partners, the rules for individual property are further applied. In case an agreement is not reached, the court, on demand of one of the partners, divides the property in an out-of-court procedure. In the legal division of the property between the two marital partners the court is lead by the supposition that the joint property is split in two equal shares. On demand of one of the marital partners, the court may assign him/her a larger share of the joint property, only if he/she proves that his/her contribution to the joint property is obviously and considerably superior to that of the other marital partner. During the division of the joint property, at the request of one of the marital partners, those parts of the joint property that serve for the realization of his/her own work are to be primarily included in his/her own share. The property that has been acquired through work during the marriage, but is exclusively for individual use of one of the partners is to be sequestered from the joint property on his/her own request and assigned to the marital partner in question in addition to his/her own share. If the value of these objects (those that are essential to one of the partner's work and those acquired through work during the marriage, but are exclusively for individual use) is disproportionably higher compared to the value of the entire joint property, they will be also subject to division, unless the marital partner who is to receive these objects, pays the appropriate value or hands over other objects to the other partner with the consent of the latter.

The marital partner who is assigned the custody of the mutual children is also assigned, apart from his share, the objects that serve the children or are used for their immediate needs. The marital partner who is assigned the custody of the mutual children is also assigned the objects that apparently have to be owned by the partner who is assigned the custody of the children.

If during the process of division of the joint property one of the marital partners is assigned a considerably smaller part, the court can, on demand of one of the marital partners, declare financial compensation for the part that is missing. The marital partner is not responsible for the obligations that the other partner had before marriage and those that he/she will take up after the marriage. The marital partners are jointly and severally responsible for the liabilities that one of them has towards a third entity with the purpose of satisfying the needs of the marital union as well as for the obligations that in accordance with the general regulations are imposed on both marital partners.

The marital partner who has fulfilled the common obligations from his/her individual share has the right to ask the other marital partner to pay his/her part of the obligation. Presents given between the two marital partners before or during the marriage are not given back. The property acquired in a non-matrimonial union by the partners is regarded as their joint property. The provisions of the Law on Property and Other substantive rights of the Republic of Macedonia that cover joint property of marital partners are equally applied to the administration, disposal and assignment of different parts of the property acquired in a non-matrimonial union and the division of property in the non-matrimonial union.

(4) THE RIGHT TO FREE MOVEMENT AND ABODE

Pursuant to Article 27 of the Constitution of the Republic of Macedonia "Every citizen of the Republic of Macedonia has the right to free movement throughout the territory of the Republic of Macedonia and has the right to choose the place of his/her abode freely. Every citizen has the right to leave the territory of the Republic and to return to the Republic. The law can limit the realization of these rights only if it is necessary for the safety of the Republic, due to criminal investigation or with the purpose of protecting the health of the citizens." This right is explained in several different laws of the Republic of Macedonia, which regard every citizen, regardless of gender.

ARTICLE 16

1. The State Parties shall undertake all necessary measures to eliminate discrimination against women in all matters regarding marriage and family relations, and shall provide, on the basis of equality between men and women:

a) equal right to marriage;

b) equal right to free choice of the marital partner and equal right to enter marriage only by free will and full consent;

c) equal rights and responsibilities in marriage and in case of divorce;

d) equal parental rights and responsibilities with regard to the children, regardless of the marital status of the parents. Children's interests must have absolute priority in all these cases;

e) equal rights to decide upon the family and plan the family freely and responsibly as well as equal access to information, education and financial means that will allow them to exercise these rights;

f) equal rights and responsibilities with regard to custody, tutelage, property administration, and child adoption or similar institutions if provided for in the national legislative. Children's interests must have absolute priority in all these cases;

g) equal individual rights of both marital partners including the right to choose their family name, profession and occupation;

h) equal rights of both marital partners with regard to ownership of property, i.e. equal rights to obtain, administer, exploit and transfer estate, both when it is free of charge and when it bears a substantial financial reward.

2. The engagement or marriage of the child cannot have any legal effects, and all the necessary measures shall be undertaken, including legislative measures, to determine the minimal age for marriage as well as to introduce the obligation of concluding the marriage in an official registry office.

The Constitution of the Republic of Macedonia was the starting point in the process of codification of family law in the Republic of Macedonia. Pursuant to the Constitution, the family, as an institution of particular importance, is subject to special interest of the state, i.e. of its entire legal and institutional system. Nevertheless, the new conception of the family legislation does not deviate from the traditional family characteristics in this region. Thus, the bases of the new family law system of the Republic of Macedonia were set.

The new Family Act provides regulation of all relations in marriage and family. It has united the four areas of family law: institution of marriage, parents – children relationship, adoption, and guardianship institution, that is, the overall problems connected to material family law is organized with this law.

In accordance with the Constitution of the Republic of Macedonia, the family, its profound public and social dimension is being structured as it follows:

a) The Republic provides special care for and protection of the family;

b) Legal relations in the marriage, the family, and non-matrimonial unions are defined by law;

c) The parents have the right and responsibility to support and raise their children;

d) Children are obliged to take care of elder and helpless parents;

e) The Republic provides special protection for parentless children or children that lack parental care.

On the basis of this constitutional and legal regulation, and taking into consideration our family tradition, the Family Act of the Republic of Macedonia defines the family as a union of parents, children and other relatives living in a mutual household. The family becomes a union when a child is born or adopted. With regard of the biological basis of such community it has the fundamental aim and function to support and raise the children and following generations in a humane and civilized manner. Nevertheless, our law accepts exclusively monogamous union between a man and a woman, and subsequently children and family

established on such bases. This definition of the family comprises the new modern attitudes to family law and the regulations regarding family relations of the developed countries in the world as well as the conditions in the region expressed through our tradition, which still obliges us to take care of elder parents and relatives who are traditionally considered as part of the extended family. The perspective of well-organized institutions that would accept and take care of the elder and decrepit parents as an alternative to family care seems still distant to us.

With regard to non-matrimonial unions, Article 13 from the Family Act states that a union of this kind that has lasted for one year is treated equally to marriage union when it comes to the mutual support and the division of property acquired in that union.

There is a new item in our new legislative regarding the issue of inability to enter into a marriage union due to mental disease or mental disorder. The Law provides an opportunity for people with light mental disorders as well as serious hereditary illness to unite in marriage with a report on the genetic disposition issued by the Institute for Mental Care of Children and Youngsters.

The Status of Women in the New Legislation in Regard to Family Relations

The Right to Free Childbirth

The proclaimed constitutional equality of both sexes in our country is implemented in one more very important segment, i.e. the freedom that both sexes have to make a decision regarding childbirth.

The subject matter of the provision of the Family Act on free decision of the marital partners for the number of children and the time of their birth. The right to childbirth is one of the most intimate human rights, and according to our Law it is a free will and decision of the husband and the wife together. Thus, our country is a part of the world movement for family planning supported through resolutions and declarations by UN due to the increasing demographic expansion in the world. This ensures that the rate of childbirth will be in the frame of the objective possibilities for child support, children raising and child breeding in decent conditions.

Our country implements a humane policy with regard to this issue, i.e. it does not undertake any repressive measures in respect to the realization of the right to childbirth. Parents themselves guarantee for the economic and social status of the family, i.e. it is their fundamental responsibility to provide optimal conditions for the healthy upbringing and development of their child. The opportunity for education is an obligation of the family prior to that of the state.

An important characteristic of the humane quality of this policy in our country is the determination to promote women in all spheres of social life and to eliminate the attitude that the woman is only a mother, that her biological function is only to give birth , that she must remain a housewife, isolated in the household, taking care of the children.

Contemporary women are better educated, more emancipated, and with abilities which render her active both in the political and economic life. Thus, the humane population policy, which concerns women's issues and is supported by various UN documents does not imply discrimination and violation of woman's biological features.

The humane component of the population policy is equally applied to men, i.e. fathers. The excessive number of children disables the father to dedicate himself to the education of the child in the home and to his

care for the development and spiritual growth of the child. Moreover, the father as a provider of the family, sometimes the sole sustainer of the family, objectively, cannot support a large number of children, starting from providing food, clothes, up to providing a decent life in the home. This objective obstacle creates trauma in the family whereas poverty traumatizes children, who are then forced to work at an early age and to provide for the family, thus neglecting their own education and childhood.

Numerous organizations and institutions of humanitarian character support the implementation of this humane population policy. Its implementation does not consist only of void and verbal propaganda, but of convincing influence and manifestation that the rational number of children is a prerequisite for their proper development as well as manifestation that the excessive number of children is harmful for their own development.

The Right to Choice of Personal Name

The Family Act includes provisions that regulate the issue of choosing a personal name. The provision of the Law stipulates that the woman has the right to freely decide upon her last name. Thus, Article 31 of the Family Act states that: " Upon entering into marriage *the marital partners are allowed to agree on retaining each their own last names, on accepting the last name of one of the two partners, or on each adding the last name of the other to his/her own last name, or on one of them accepting the last name of the other and then adding his/her own.*"

Nevertheless, the practical implementation of this provision shows that there is strong influence of family tradition, especially of the religion of the marital partners on the issue of choosing the personal name.

In the period between 1990 to the first half of 1997, the majority of brides decided to accept the last name of the husband, i.e. in over 90% of marriages.

During the same period there is evident but minor oscillation, with tendency of slight increase of those brides that decided to accept the last name of the husband and then add their maiden last name. Moreover, there were cases when the groom accepted the last name of the bride (one in 1991, 9 in 1993, with further increase). But the objective survey of this cases shows that these are marriages with foreign citizens affected by the motive to accept the last name of the bride in order to obtain foreign citizenship or for a sooner and easier adaptation of the bride who is also foreign citizen. Thus, it is not that our men have passed the process of emancipation and have overcome the traditional views on family name, but it is a case of benefit, i.e. exploitation of certain economic privileges of the country the newly-weds are living in.

Average age of man and woman at first marriage, 1993-2001

	1993	1995	1997	1998	1999	2000	2001
Men	25.85	26.06	26.19	26.32	26.4	26.6	26.8
Women	22.63	22.87	23.09	23.23	23.3	23.5	23.7

Source: Ministry of Labor and Social Affairs;

Marriages and divorces – 1990-2001

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Marriages	15688	15311	15354	15080	15736	15832	14089	14072	13993	14172	14255	13267
Divorces	749	496	578	636	612	710	705	1021	1027	1045	1325	1448

Source: Ministry of Labor and Social Affairs;

The number of marriages in which the husband added the last name of the wife to his own last name is insignificant (three out of 2340 marriages in 1990, one out of 1452 in 1993 and 1994, and none in 1995-1996).

With regard to the last name of the child born in marriage or out of marriage, according to Article 3, Paragraph 2 of the Law on Personal Name, the last name of the child is determined according to the last name of one or both parents, unless the parents decide upon a different last name. The conducted surveys in Skopje during the abovementioned period of time, from 1990 to 1997, show that marital partners, in 1990, decided that the child would take the last name of the mother in 22 cases out of 8800 newly born children; in 1991, 29 out of 8438 children; in 1996, the number was only 20. In 1991, only 8 couples decided that the child would take the last names of both parents. In 1992, such were 7 cases, and in 1996, only 10 out of 8989 newly born children were assigned the last names of both parents. The outcome is that children are most often given the last name of the father.

Furthermore, questionnaires and survey forms that require personal information provide space only for the name of the father, and not for the name of the mother. Personal documentation issued on demand of the citizens (Birth Certificate, Marriage Certificate, Citizenship Certificate, Identity Card, Driver's License, Registration Card) that provide data about the parent, contain tables for information about both parents, but the name of the mother is rarely stated. The Ministry of Health, for example, states that there is a space provided for information concerning the parents in the medical-care identification card, but it is regularly filled in with information about the father, which again confirms the traditional cultural value that the father is the dominus litis in the family.

Confirmation and Denial/Contesting of Motherhood

The legal practice in the Republic of Macedonia mostly deals with court procedures that seek confirmation of fatherhood. According to past experience, it can be seen that the cases for confirmation or denial of motherhood of a child born in marriage or in a non-matrimonial union are rare.

The Family Act determines an equal procedure for confirmation of both motherhood and fatherhood. Nevertheless, the provisions contain certain issues, such as Article 68, Paragraph 1 states that : "*The woman who has been registered in the official birth register as a mother of the child can deny her motherhood if she finds that she is not the biological mother of the child.*" These charges are to be raised in a period of three months from the moment she finds out that she is not the mother of the child, and up to the age of majority of the child. The woman who considers herself a mother of a child can also deny the motherhood of the woman that has been registered as mother of the child in question.

The child is also allowed, up to his/her coming of age, to deny the motherhood of the woman who has been registered as his mother during that period. There is a prerequisite for bringing charges against motherhood in the case of a woman who considers herself a mother of the child in question, i.e. confirmation of the motherhood should be requested along with the charges against the "controversial" motherhood.

Denial of fatherhood is not allowed if the mother has been artificially inseminated by consent, in writing, of her marital partner. Fatherhood cannot be denied after the death of the child.

The Right to Support the Children and the Wife

Pursuant to the Family Act support can be assigned to juvenile or people in their educational process up to the age of 26, to working unable people, and to people who lack the means to support themselves not by their own fault as well as naturally and mentally disturbed people. The support as a legal obligation is transformed in support of a specific kind and quantity, expressed in financial resources or products in order to provide the minimum means for existence, reproduction, cultural and spiritual identification and enhancement, for normal conditions for a person's existence.

Our legislation provides an opportunity for the financially unsecured marital partner to be assigned support after the divorce if he/she does not have substantial means to support him/herself, is not able to work, or has lost his/her job not by his/her own fault for five years after the divorce or the annulment of the marriage. Nevertheless, although the court assigns support for the children and the mother, the actual implementation of this support as an obligation of the father is complicated. In the legal practice there were prolonged traumatic executive procedures of assigning support after a divorce. During the period of transition it is even harder because the court's decision as an executive obligation for support is expressed in percentage, and not by minimal financial value. The difficulty arouses at the moment when the basis for payment, according to the determined percentage, should be calculated for the debtors who hold private enterprises but do not expose the real taxation basis to the state authorities. They do not demonstrate the actual income, with regard to the salary, thus avoiding the payment of the support. It is important to emphasize that fathers usually show negligence towards children after the divorce.

Even more difficult is the issue of deciding which parent shall be awarded the custody of the children. The decision that comprises the obligation to take the child from one parent and to give it for support and upbringing to the other leaves profound traces in the child's personality, which are usually not taken, into consideration. Due to these problems, there is a need for modernization of the legislation in this area.

Note: Annex 1 (Data from the State Institute of Statistics) and Annex 2 (Non-governmental Organizations) will be made available to members of the Committee in the language in which it was received.

Annex 1
data from the State Statistical Office

Introduction

Regarding the preparation of the Initial Report of the Republic of Macedonia on the Convention for Elimination of All Forms of Discrimination Against Women, following the contents of the said Convention, the State Statistical Office , participated in providing data that would serve as solid grounds for further analysis in various areas of the social life which on its part would enable substantial analysis of the progress in eliminating various forms of discrimination against women in the country.

Following the gender structure, data has been provided about the following areas:

Demography

Gross Domestic Product

Elections

Justice

Culture

Education

Social Protection

Vital statistics

Employment

The data primarily refers to a series of three years, and is mostly shown in tables.

DEMOGRAPHIC CHARACTERISTICS OF THE POPULATION ACCORDING TO THE CENSUSES

According to the 1994 Census, the Republic of Macedonia has 1945932 inhabitants, of which 974255 men and 971677 women

	1971	1981	1994
Total	1647308	1909136	1945932
Women	812616	940993	971677
Men	834692	968143	974255

	Number of inhabitants per 1km2	Number of persons in one household	Number of men per 1000 women (masculinity)
1971	64, 1	4, 68	1027
1981	74, 2	4, 38	1029
1994	76, 0	3, 85	1021

population according to	1971	1981	1994
Total	812616	940993	971677
0-4	88216	92933	73917
5 to 9	86549	89547	79457
10 to 14	85782	86561	81736
15-19	84254	86552	79671
20-24	73801	84618	75100
25-29	57411	80112	74624
30-34	57225	71572	73241
35-39	56942	58124	71375
40-44	49789	56498	68276
45-49	41805	55760	55930
50-54	26928	48239	50913
55-59	28769	39684	49446
60-64	24406	24742	46547
65 and older	49735	65508	89296
Unknown	1004	2543	2148

	Total	Macedonians	Albanians	Turks	Roma	Vlachs	Serbs	Boesniaks	Other
1994	1945932	1295964	441104	78019	43707	8601	40228	6829	31480
Structure in %	100	66.60	22.67	4.01	2.25	0.44	2.07	0.35	1.62

The structure of population according to the ethnic affiliation expressed at the 1994 census is the following: 66,6% Macedonians, 22,67% Albanians, 4,01 Turks, 2,25 Roma, 0,44 Vlachs, 2,07 Serbs, 0,35 Boesniaks and 1,62 other

Source: State Statistical Office

Total population in the Republic of Macedonia according to five year age and gender groups

Age	Total	Men	Women
Total	**2022547**	**1015377**	**1007170**
0-4	122757	63279	59478
5-9	143184	73816	69368
10-14	160339	82533	77806
15-19	165422	84902	80520
20-24	161945	83546	78399
25-29	153461	78351	75110
30-34	148281	75193	73088
35-39	149837	76222	73615
40-44	146902	75027	71875
45-49	142688	72940	69748
50-54	127760	63202	64558
55-59	95234	46406	48828
60-64	89822	43208	46614
65-69	84443	39770	44673
70-74	61969	27928	34041
75-79	40384	17255	23129
80-84	18975	8095	10880
95 and older	7941	3380	4561
unknown	1203	324	879

Total population in the Republic of Macedonia according to the basic age and gender groups

Age	Total	Men	Women
Total	**2022547**	**1015377**	**1007170**
0-14	426280	219628	206652
15-64	1381352	698997	682355
65+	213712	96428	117284
Unknown	1203	324	879
Structure in %			
Total	**100.00**	**100.00**	**100.00**
0-14	21.08	21.63	20.52
15-64	68.3	68.84	67.75
65+	10.57	9.5	11.64
Unknown	0.06	0.03	0.09

Population according to the ethnic affiliation expressed at the 2002 Census

	Total	Macedonians	Albanians	Turks	Roma	Vlachs	Serbs	Bosniaks	Other
2002	2022547	1297981	509083	77959	53879	9695	35939	17018	20993
Structure in %	100	64.18	25.17	3.85	2.66	0.48	1.78	0.84	1.04

Source: State Statistical Office

The Gross Domestic Product in 1990 was 4252 mil. US$, in 1995, 3351 mil. US$,and in 2001 it was assessed to be 3723 mill. US$

The GDP per capita in US$ is as follows: in 1990-2235 US$, 1995-1705 US$ and in 2001-1830 US$

GROSS DOMESTIC PRODUCT, 1990-2001 [1]

Year	GDP per capita in US$ [2]	GDP in mill. US$ [2]
1990	2235	4252
1991	2083	3990
1992	1937	3728
1993	1785	3450
1994	1742	3389
1995	1705	3351
1996	1709	3390
1997	1732	3458
1998	1781	3575
1999	1848	3730
2000	1924	3899
2001[3]	1830	3723

1) The data for the 1997-2001 period are according to the national currency exchange rate

2) The conversion has been made following the method of price adjusted exchange rate, UN methodology

3)Previous data

Source: State Statistical Office

[redacted]

The tables show data according to the gender structure of the candidates and elected members of Parliament of the Republic of Macedonia at the parliamentary multi-party elections held in 1990, 1994, 1998 and 2002.

There is an evident increased participation of women in the 2002 parliamentary elections compared with the first parliamentary elections in the Republic of Macedonia held in 1990

Namely, the participation of women-candidates for members of Parliament in 1990 compared with the total number of candidates is 5.9%, and in 2002 36.2%: while the percentage of elected women -members of Parliament of the Republic of Macedonia compared to the total number of elected members has been increased from 4.2% in 1990 to 17.5% in 2002

Parliamentary elections-Addendum-Tables

Candidates and elected members of the Parliament of the Republic of Macedonia according to gender

	Candidates		Elected	
	Women	Men	Women	Men
1990	57	905	5	115
1994	126	1557	4	116
1998	152	1057	9	111
2002	1108	1952	21	99

structure %

	Candidates		Elected	
	Women	Men	Women	Men
1990	5.9	94.1	4.2	95.8
1994	7.5	92.5	3.3	96.7
1998	12.6	87.4	7.5	92.5
2002	36.2	63.8	17.5	82.5

Candidates and elected members of the Parliament of the Republic of Macedonia according to age and gender

	Total	Age				
		18 - 29	30 - 39	40 - 49	50 - 59	60 and older
Candidates						
Total	3060	544	696	955	620	245
Women	1108	285	284	317	170	52
Elected						
Total	120	3	26	55	28	8
Women	21	-	9	7	5	-

Candidates and elected members of the Parliament of the Republic of Macedonia according to the level of education

	Total	Completed level of education						
		primary education	secondary education	junior college	higher education	M.Sc. And specialists	Ph.D. holders	Unknown
Candidates								
Total	3060	92	1156	207	1415	115	69	6
Women	1108	45	460	75	484	31	13	-
Elected								
Total	120	1	3	3	90	13	10	-
Women	21	-	-	-	16	2	3	-

Candidates and elected members of the parliament of the Republic of Macedonia according to the ethnic affiliation

	Total	Ethnic Affiliation									
		Macedonians	Albanians	Turks	Vlachs	Roma	Serbs	Bosniaks	Other	have not declared their ethnic affiliation	Unknown
Candidates											
Total	3060	2239	368	32	25	175	77	42	57	8	37
Women	1108	851	116	9	7	60	21	13	16	5	10
Elected											
Total	120	85	26	2	1	1	2	2	1	-	-
Women	21	20	1	-	-	-	-	-	-	-	-

Source: State Statistical Office

Candidates and elected members of the Parliament of the Republic of Macedonia according to the proposing party

Proposing party	Total	Women
Candidate		
Total	3060	1108
VMRO-True Macedonian Reform Option, Democratic Party for Orthodox Christian Unity of Serbs and Macedonians and the Macedonian Christian Party	120	38
VMRO-Democratic Party for Macedonian National Unity and the Liberal Party of Macedonia	120	37
Movement for Renewal of Macedonia and the Party of Pensioners of Macedonia	120	57
Coalition "Together For Macedonia" 1)	120	38
Coalition of the Democratic Centre and the Green Party	100	38
Macedonian Alliance and Macedonian People's Party	100	46
Party of the Vlachs in Macedonia, Leegue for Democracy, Democratic Alliance of Serbs in Macedonia, Democratic Muslim Party, Party for Democratic Movement of Egyptians in Macedonia and the Party for Democratic Action in Macedonia	100	33
Bosniaks Democratic Party	20	8
VMRO - Macedonian	120	42
VMRO - United	20	9
Democratic Party of Albanians	100	30
Democratic Alliance	120	38
Democratic Union for Integration	100	30
Democratic Alternative	120	39
Democratic Party "Go Macedonia-Forza!"	40	12
Democratic Party of Macedonia	60	27
Democratic Alliance of Serbs in Macedonia	20	6
Communist Party of Macedonia	80	26
MAAK - Single Macedonian Option	100	30
New Democracy	120	43
National Democratic Party	80	29
People's Will	120	58
People's Movement of Macedonia	100	37
Progressive Party of Macedonia	80	37
Party for Full Emancipation of Roma in Macedonia	80	27
Party of Justice	60	23
Party for Democratic Prosperity	80	24
Renaissance and Unification of the Macedonian National Ideals - POMNI	120	44
Party for Unity of Roma in the Republic of Macedonia	20	6
Republican Party of Macedonia	100	42
Alliance of the Roma in Macedonia	60	29
All Macedonian Worker's Party	40	14
Socialist Party of Macedonia	120	37
Social-Democratic Party of Macedonia	80	36
Group of Voters -1	20	7
Group of Voters 2	20	8
Group of voters 3	20	12
Group of Voters 4	20	7
Group of Voters 5	20	7
Elected		
Total	120	21
VMRO-Democratic Party for Macedonian National Unity and the Liberal Party of Macedonia	33	4
Coalition "Together for Macedonia"	60	16
Democratic Party of Albanians	7	-
Democratic Union for Integration	16	1
National Democratic Party	1	-
Party for Democratic Prosperity	2	-
Socialist Party of Macedonia	1	-

1) The Coalition Together for Macedonia comprises the following parties: Social Democratic Alliance of Macedonia, the Liberal-Democratic Party, the Democratic League of Bosniaks in Macedonia, the United Party of Roma in Macedonia, the Democratic Party of Serbs in Macedonia, Democratic Party of Turks in Macedonia, Democratic Alliance of Vlachs in Macedonia, the Labour-Agriculture Party of Macedonia, the Socialist-Christian Party of Macedonia and the Green Party of Macedonia

Source: State Statistical Office

The data refers to candidates and elected members of councils in the Municipalities and members of the Council of the City of Skopje and the candidates and elected mayors of the Municipalities in Skopje and of the City of Skopje.

The number of women- proposed candidates for councillors has been increased from 9.7% in 1996 to 12.9% in 2000 compared with the total number of proposed candidates for councillors.

The number of elected women - councillors as compared with the total number of elected councillors has also increased from 6,1 in 1996 to 8,4 in 2000

There is interesting information about women elected for mayors in 2000 as compared with 1996.

In 1996 no women was elected, while in 2000 three women were elected for municipal mayors.

	Candidates		Elected	
	Women	Men	Women	Men
1990	352	5194	74	1436
1996	1230	11494	105	1615
2000	1265	8526	161	1745

Structure in %

	Candidates		Elected	
	Women	Men	Women	Men
1990	6.3	93.7	4.9	95.1
1996	9.7	90.3	6.1	93.9
2000	12.9	87.1	8.4	91.6

	Candidates		Elected	
	Women	Men	Women	Men
1996	23	563	-	118
2000	26	471	3	120

Structure in %

	Candidates		Elected	
	Women	Men	Women	Men
1996	3.9	96.1	-	100
2000	5.2	94.8	2.4	97.6

1) In 1996 there were no data received from 6 municipalities and in 2000 no mayor was elected in Kondovo (the elections were not boycotted)

Source: State Statistical Office

Candidates and elected councillors according to education level and gender

	Total	Level of completed education						Other	unknown
		Primary education	Secondary education	Junior college	Higher education	of whom			
						M.Sc.'s and specialists	Ph.D.		
Candidates									
Women	1265	87	586	125	404	29	3	31	-
Men	8526	1400	4454	824	1621	80	17	129	1
Elected									
Women	161	-	32	22	91	15	1	-	-
Men	1745	112	716	288	567	45	11	6	-

Candidates and elected mayors according to the level of education and gender

	Total	Completed level of education						Other	Unknown
		Primary school	Secondary school	Junior college	higher education	of whom			
						M.Sc.'s and specialists	PhD's		
Candidates									
Women	26	-	5	2	17	1	1	-	-
Men	471	6	86	76	268	28	5	3	1
Elected									
Women	3	-	-	-	3	-	-	-	-
Men	120	1	16	17	77	7	2	-	-

Source: Statistical Office

Candidates and elected councillors according to ethnic affiliation and gender

	Total		Macedonians		Albanians		Turks		Vlachs		Roma		Serbs		Other		Unknown	
	women	men	women	men	women	men	women	men	women	men	women	men	women	men	women	men	women	men
Candidates	1265	8526	1056	5158	66	1850	63	681	2	13	32	303	16	127	21	260	9	134
Elected	161	1745	141	1197	10	408	2	54	1	5	3	13	1	23	2	31	1	14

Candidates and elected mayors according to ethnic affiliation and gender

	Total		Macedonians		Albanians		Turks		Vlachs		Roma		Serbs		Other		Unknown	
	women	men	women	men	women	men	women	men	women	men	women	men	women	men	women	men	women	men
Candidates	26	471	18	325	5	95	-	16	-	1	-	6	-	6	2	9	-	14
Elected	3	120	2	89	1	25	-	2	-	-	-	1	-	2	-	1	-	-

Candidates and elected councillors according to age and gender

	Total		18-29		30-39		40-49		50-59		60 and older	
	women	men	women	men	women	men	women	men	women	men	women	men
Candidates	1265	8526	379	1789	389	2743	322	2460	145	1050	30	464
Elected	161	1745	27	197	56	644	54	615	25	231	-	58

Candidates and elected mayors according to age and gender

	Total		18-29		30-39		40-49		50-59		60 and older	
	women	men	women	men	women	men	women	men	women	men	women	men
Candidates	26	471	5	20	7	134	6	203	7	91	1	23
Elected	3	120	-	4	2	42	-	54	1	16	-	2

Source: State Statistical Office

The statistics in the field of justice are grouped according to several features of the perpetrator of the crime

The tables show data according to the gender of the reported and convicted juveniles and the reported and convicted full-aged perpetrators of crimes.

Full-aged perpetrators of crimes are persons who at the time of perpetrating the crime have attained 18 years of age.

Juvenile perpetrators of crimes are persons who at the time of perpetration of the crime have attained 14 years of age but are not older than 18 years of age.

Out of the total number of juveniles convicted for a crime in 2001 2.2% are girls.

Out of the total number of female juveniles convicted for a crime in 2001 the majority part are convicted for crimes against the property - 84,2%.

Out of the total number of full-aged persons convicted for a crime in 2001 4.8% are women.

Out of the total number of full-aged women convicted for a crime in 2001, the majority have been convicted for crimes against property- 23,2 %.

	1998		1999		2000		2001	
	women	men	women	men	women	men	women	men
Reported persons	771	19811	738	18 645	694	19 526	713	17 305
Convicted persons	373	5755	372	6411	357	6139	298	5952

	1998		1999		2000		2001	
	women	men	women	men	women	men	women	men
18-20 years of age	21	1005	15	1059	28	1222	38	989
21-24 years of age	39	999	38	1315	39	1168	36	1064
25-29 years of age	50	984	48	1120	53	1058	45	1014
30-39 years of age	117	1429	115	1452	94	1376	71	1312
40-49 years of age	86	834	100	926	93	835	71	799
50-59 years of age	43	330	36	360	32	309	27	326
60 and older	17	174	20	179	18	171	10	150

	1998		1999		2000		2001	
	women	men	women	men	women	men	women	men
Reported persons	71	2081	43	1956	55	1760	36	1410
Convicted persons	34	900	26	910	17	922	19	858

	1998		1999		2000		2001	
	women	men	women	men	women	men	women	men
14 years of age	4	82	3	72	2	169	2	184
15 years of age	14	237	5	211	7	237	8	221
16 years of age	8	247	9	250	4	279	3	254
17 years of age	8	334	9	377	4	237	6	218
Total	34	900	26	910	17	922	19	858

Source: State Statistical Office

Convicted full-aged persons according to the groups of crimes and gender

		Groups of crimes against:											
		life and body	Human rights and freedoms of citizens	Honour and reputation	sexual freedoms and sexual morals	marriage, family, juveniles	property	Public finances and payment operations and economy	general security of people and property	security of public traffic	armed forces	public order	other groups of crimes and crimes not covered by the Criminal Code
1998	women	69	5	41	1	30	91	14	3	57		22	40
	men	706	85	124	47	119	2045	122	66	1023	300	325	793
1999	women	65	6	45	-	27	89	12	1	58	3	16	50
	men	745	61	141	51	119	2508	131	63	1122	474	296	700
2000	women	56	2	34	2	28	99	14	2	52	-	18	52
	men	668	35	98	52	130	2396	177	61	1025	463	313	721
2001	women	42	2	29	2	24	69	18	2	42	1	8	45
	men	487	56	95	50	97	2064	168	62	1008	466	302	799

Convicted juveniles according to the groups of crimes and gender

		Groups of crimes against:									
		life and body	human rights and freedoms of citizens	sexual freedom and sexual morals	marriage, family, juveniles	property	public finances, payment operations, economy	general security of people and property	security of public traffic	public order	other groups of crime and crimes not covered by the Criminal Code
1998	women	1	-	-	1	28	-	-	2	1	-
	men	62	-	12	2	750	2	6	28	21	9
1999	women	1	-	1	-	21	-	-	2	-	-
	men	52	1	11	1	772	6	2	48	11	7
2000	women	-	-	-	1	12	-	1	2	-	1
	men	39	-	7	2	774	12	3	37	15	33
2001	women	1	-	-	1	16	-	-	-	-	1
	men	44	-	8	5	713	4	3	50	9	22

Source: State Statistical Office

The information in the field of culture is related to the employees in the public broadcasting companies and in the commercial broadcasting companies, theatres, orchestras and professional ensembles, employees in libraries and active members of the folk dance groups.

The number of active members-women in folk dance groups is higher by 14.6% compared to the active members- men in the 2000/2001 season.

The number of employed women in libraries in 1998 was even 72.6% of the total number of employees in the libraries.

	1998		1999		2000		2001	
	women	men	women	men	women	men	women	men
Radio stations	678	1077	557	895	610	867	587	793
TV Stations	461	920	533	817	493	888	481	785

1) Employees servicing both the radio and the TV stations are included in the figures about the radio stations.

Structure in %

	1998		1999		2000		2001	
	women	men	women	men	women	men	women	men
Radio stations	38.6	61.4	38,4	61,6	41.3	58.7	42.5	57.5
TV Stations	33.4	66.6	39.5	60,5	35.7	64.3	37	63

	1998 /1999		1999 /2000		2000/2001		2001/2002	
	women	men	women	men	women	men	women	men
Theatres	405	629	380	589	363	571	372	559
Orchestras	30	96	30	101	37	128	39	121
Professional ensembles	17	25	15	19	27	32	28	34

Structure in %

	1998 /1999		1999 /2000		2000/2001		2001/2002	
	women	men	women	men	women	men	women	men
Theatres	39.2	60.8	39.2	60.8	38.9	61.1	40	60
Orchestras	24	76	22.9	77.1	22.4	77.6	24.4	75.6
Professional ensembles	40.4	59.6	44.1	55.9	45.8	54.2	45.2	54.8

	1998		2001	
	women	men	women	men
Libraries	504	190	386	154

Structure in %

	1998		2001	
	women	men	women	men
Libraries	72.6	27.3	71.5	28.5

2000/2001	Active members	
	women	men
Folk dance groups	5353	4671

Structure in %

Folk dance groups	53.4	46.6

Source: State Statistical Office

Year	Public broadcasting companies		Commercial broadcasting companies	
	national level	local level	national level	local level
Radio				
2000	1	27	1	55
2001	1	28	2	48
Television				
2000	1	11	2	42
2001	1	10	2	40

	2000		2001	
	Total	Women	Total	Women
Employees in TV Stations				
Public Broadcasting Company -MRTV				
national level	770	282	759	281
Public broadcasting companies				
local level	28	15	-	-
Commercial broadcasting companies				
national level	137	42	85	28
local level	446	154	402	154
Employees at Radio stations				
Public Broadcasting Company - MRTV				
national level	418	201	400	189
Public broadcasting companies				
local level	180	72	182	84
Commercial broadcasting companies				
national level	18	6	26	8
local level	297	86	196	74
Common employees				
Public Broadcasting Company-MRTV				
national level	472	205	458	201
Public broadcasting companies				
local level	126	41	136	51

Source: State Statistical Office

At the end of the 2000/2001academic year, in the field of all types of primary and secondary education there were: 1010 regular schools, with 10031 classes and 246490 pupils ;then there were 45 special primary schools (for children with impediments in their development) with 175 classes and 1342 pupils; there were 21 primary schools for adults, having the tendency of decreasing in numbers, with 58 classes and 1137 pupils. There were 95 regular secondary schools (4 of which are private) with 2951classes and 90990 pupils ; special secondary schools - 4, with 40 classes and 311 pupils, and there are 2 theological secondary schools with 12 classes and 289 pupils.

The schools for additional education are primary music and ballet schools. The pupils attending these schools also attend regular primary schools, and the education offered at these schools is additional

	Schools	Classes	Pupils		Number of pupils who have completed the	
			Total	girls	Total	girls
Regular primary schools	1041	10325	255150	123068	30389	14799
Special primary schools	46	165	1353	482	182	53
Primary schools for adults	21	64	1608	627	641	243
Regular secondary schools	95	2811	87420	42507	20515	10066
Special secondary schools	4	39	313	93	100	28
Secondary theological schools	3	14	354	-	97	-
Schools for additional education primary music and ballet schools	16	-	3833	1947	370	200

	Schools	Classes	Pupils		[illegible]	
			Total	girls	Total	girls
Regular primary schools	1036	10323	252212	121768	30564	14852
Special primary schools	45	162	1281	463	143	44
Primary schools for adults	22	69	1272	434	451	183
Regular secondary schools	96	2902	89775	43653	21510	10458
Special secondary schools	4	40	322	98	93	31
Secondary theological schools	3	14	325	-	86	-
Schools for additional education (primary music and ballet schools)	16	-	3964	2029	487	255

	Schools	Classes	Pupils		[illegible]	
			Total	girls	Total	girls
Regular primary schools	1010	10031	246490	119273	30252	14740
Special primary schools	45	175	1342	498	139	47
Primary schools for adults	21	58	1137	397	391	134
Regular secondary schools	95	2951	90990	44274	22724	10851
Special secondary schools	4	40	311	89	101	28
Secondary theological schools	2	12	289	-	71	-
Schools for additional education (primary music and ballet schools)	16	-	3618	2006	406	241

Source: State Statistical Office

Full time and part time pupils who have completed secondary education

	Total	Girls	participation of girls in the total number of pupils in %
Total	**22724**	**10851**	**47.75**
General secondary education			
Foreign language secondary schools	64	59	92.2
Natural sciences and mathematics seconds	2150	1071	49.8
General secondary schools	5003	3089	61.7
Vocational secondary education			
Agriculture schools	682	279	40.9
Veterinary schools	388	114	29.4
Food processing schools	559	327	58.5
Forestry schools	65	26	40.0
Wood processing schools	137	34	24.8
Geological school	21	15	71.4
Mining school	95	32	33.7
Metallurgy school	50	17	34.0
Mechanical engineering secondary school	2492	236	9.5
Electrical engineering secondary school	2421	160	6.6
Chemical-technological school	604	405	67.1
Textile school	958	664	69.3
Leather processing school	60	41	68.3
Graphics school	149	89	59.7
Personal services	236	193	81.8
Geodetics	82	25	30.5
Construction	301	109	36.2
Traffic	459	209	45.5
Trade	504	284	56.3
Tourism and catering	876	297	33.9
Economics	2077	1375	66.2
Law	253	191	75.5
Office work	155	123	79.4
Medicine	1552	1280	82.5
Physical culture	106	13	12.3
Arts			
Painting	61	33	54.1
Music	158	56	35.4
Ballet	6	5	83.3

Source: State Statistical Office

Starting with the available information about persons having acquired M.Sc. And specialist degrees for the three last calendar years (1999, 2000 and 2001) it can be noticed that the participation of women having acquired M.Sc. degree or specialist is larger and ranges from 48.9% in 1999 to 51.3%in 2000 and to 52,8% in 2001

In 2001 the highest number of women have acquired M.Sc. degree in the field of economy - 11 in the field of natural sciences and mathematics -10, philology -9, agriculture 6 music 8, painting 5 and others

The number of persons having acquired Ph.D. degree in the previously stated calendar years is smaller as compared to the male part of the population and ranges from 35,3% in 1999 , to 43,5% in 2000 and to 29,4 % in 2001.

In 2001 the largest number of women acquired PhD. Degrees in the field of natural sciences and mathematics - 6, humanities - 5, medicine -3, culture-history 3 and others

The interest of young people for enrolment at the faculty of physical culture is lower among girls. Namely in the 2001/200:

out of the total 690 enrolled students there were 121 women.

	1999/2000	2000/2001	2001/2002
Total	36922	40246	44710
Men	16597	17783	20019
Women	20325	22463	24691

The information about the enrolled students in the last three academic years shows that the participation of the female population in the total number of enrolled students is larger compared to that of the male population

	1999/2000		2000/2001		2001/2002	
	Total	Women	Total	women	Total	women
Natural Sciences and Mathematics	2887	1903	2903	1938	3131	2006
Architecture	695	395	758	420	796	448
Technological - metallurgical	1026	545	1092	572	1217	626
Medicine	1809	1140	1638	1057	1590	1026
Pharmaceutical	454	397	505	441	544	470
Stomatological	722	434	750	443	818	493
Biotechnical	203	118	346	212	376	264
Economics, Skopje	4370	2762	4718	2957	5101	3215
Economics Prilep	1201	677	1344	763	1666	890
Tourism and catering	1707	911	2547	1349	2441	1271
Law	2013	1171	2965	1730	3334	1900
Philosophy	1993	1361	2189	1496	2870	1929
Philology	2992	2403	2987	2433	3206	2620
Pedagogy, Skopje	1266	1050	1775	1509	2057	1766
Pedagogy, Stip	534	480	633	564	780	672
Painting	175	92	171	92	181	107
Medical College	482	425	495	428	653	580

	1999/2000		2000/2001		2001/2002	
	Total	Women	Total	Women	Total	Women
Civil engineering	1126	353	1161	352	1163	334
Mechanical Engineering	1681	193	1608	165	1732	160
Technical Engineering, Bitola	1562	387	1488	358	2150	481
Electric engineering	2236	418	2281	428	2393	468
Mining-Geological	351	122	366	126	439	126
Veterinary	382	111	332	89	323	80
Agriculture	1640	677	1661	675	1651	658
Forestry	539	184	586	213	581	210
Physical Culture	489	98	576	114	690	121
Theatre Arts	82	37	77	31	78	32
Music	257	118	264	115	347	139
Orthodox Christian Theological Faculty	290	86	268	69	209	43
Agriculture college	-	-	345	183	470	206

Source: State Statistical Office

Pupils in regular primary education according to the expressed ethnic affiliation and gender

	Total	Macedonians	Albanians	Turks	Roma	Vlachs	Serbs	Other	have not expressed ethnic affiliation	Unknown
1999/2000										
Total	**252212**	**146558**	**77442**	**10780**	**7757**	**456**	**2902**	**6293**	**28**	**16**
girls	121768	71164	37244	5113	3588	231	1395	3015	13	5
2000/2001										
Total	**246490**	**142116**	**76225**	**10453**	**7970**	**435**	**2757**	**6511**	**15**	**8**
girls	119273	69096	36827	4925	3836	181	1338	3057	8	5
2001/2002										
Total	**242707**	**139267**	**75691**	**10220**	**7868**	**395**	**2508**	**5555**	**5**	**-**
girls	117676	67770	37419	4812	3738	191	1186	2558	2	-

Pupils in Secondary education according to the expressed ethnic affiliation and gender

	Total	Macedonians	Albanians	Turks	Roma	Vlachs	Serbs	Other	Have not expressed	Unknown
1999/2000										
Total	**89775**	**69844**	**14823**	**1545**	**447**	**194**	**1298**	**1608**	**9**	**7**
girls	43653	35586	6092	568	178	90	536	596	1	2
2000/2001										
Total	**90990**	**69991**	**15718**	**1665**	**499**	**238**	**1217**	**1653**	**9**	**-**
girls	44274	35539	6619	633	216	127	548	590	2	-
2001/2002										
Total	**92068**	**69783**	**16691**	**1785**	**569**	**208**	**1296**	**1731**	**2**	**3**
girls	45008	35371	7308	755	213	120	571	666	1	3

Enrolled students -nationals of the Republic of Macedonia according to the expressed ethnic affiliation and gender

Academic year	Gender	Total	Ethnic Affiliation						
			Macedonians	Albanians	Turks	Vlachs	Roma	Serbs	Other
1999/2000	Total	36679	32629	2028	409	374	71	717	451
	women	20216	18271	885	207	220	35	369	229
2000/2001	Total	40075	35396	2285	444	108	406	746	688
	Women	22381	20089	1053	223	66	252	386	332
2001/2002	Total	44575	39765	2192	546	128	417	822	707
	Women	24628	22149	1094	269	68	257	425	364

Source: State Statistical Office

SOCIAL PROTECTION

In addition to scholarships the state provides for accommodation of pupils and students under equal conditions in dormitories. In the 2001/2002 academic year, 4309 students were accommodated in 7 dormitories and 3146 pupils in 32 boarding schools. In the 2000/2001, 5385 students were accommodated in 8 dormitories and 3610 pupils in 32 boarding schools and in the 1999/2000 5191 students were accommodated in 8 dormitories and 3616 pupils in 32 boarding schools.

The defined system of child protection in the Republic of Macedonia has the following forms care, upbringing and education of children of pre-school age and other forms of child protection.

There are two types of organizations for pre-school education and care for young children:

- Organizations for care and education (named and pre-school organizations or kindergartens) which encompass: nurseries, kindergartens, day care centres
- Day care centres at the primary schools

In 2001 , 52 pre-school organizations covered 21 449 children in 1206 groups and in 438 day centres at the primary schools there were 15053 children in 752 groups. In 2000 52 pre-school organizations covered 22032 children in 1233 groups and in 433 day centres at the primary schools there were 15789 children in 749 groups. In 1999 52 pre-school organizations covered 22564 children in 1253 groups and 429 day centres at primary schools there were 15 784 children in 762 groups.

The institutional social protection system for care and education of children and juveniles without parental care (orphanages) in 2001 consisted of 2 orphanages with 157 children, in 2000 there were 2 orphanages with 196 children and in 1999 there were 2 orphanages with 213 children.

The system for care of children and juveniles with social problems- i.e. for educationally neglected children and juveniles (reception centres and institutions for educationally neglected children) in 2001 had 2 organizations with 120 children. In 2001 there were 2 organizations with 157 children, in 2000 there were 2 organizations with 196 children and in 1999 there were two organizations with 85 children.

The system for care of children with mental impediments in their development in 2001 comprised 3 organizations with 622 children, in 2000 there were 3 organizations with 649 children and in 1999 there were 3 organizations with 650 children.

The system for care and accommodation of old persons (senior citizens' homes) in 2001 comprised 4 organizations with 479 persons, in 2000 4 organizations with 483 persons and in 1999 4 organizations with 484 persons.

The child protection system in the Republic of Macedonia is complemented with financial assistance for children (child allowances).

In 2001 the number of families receiving child allowances was 32004, covering 60057 children, then the number of families receiving special allowance was 3080, covering 3148 children and there were 9724 families receiving packages for newly born babies. In 2000 the number of families receiving child allowances was 34211, covering 65892 children, then the number of families receiving special allowance was 2895, covering 2960 children and there were 10475 families receiving packages for newly born babies. In 1999 the number of families receiving child allowances was 35515, covering 68805 children, then the number of families receiving special allowance was 2664, covering 2736 children and there were 11 464 families receiving packages for newly born babies.

Source: State Statistical Office

	1999			2000			2001		
	Total	Women	men	Total	Women	men	Total	Women	men
Head of Household	74128	14742	59384	78170	16817	61353	80334	17326	63008
Household members including the head of household	262423	117310	145113	277049	132440	144609	283601	138810	144791

The data refers to the household total monthly income, which is lower that the determined social financial assistance in terms of difference between the total average income of all members of the household on all grounds and the amount of social financial assistance.

	1999			2000			2001		
	Total	Women	Men	Total	Women	Men	Total	Women	Men
Juvenile beneficiaries									
from families at risk	8393	3763	4630	8059	3803	4256	9155	4299	4856
With behaviour and personality disorders	4002	360	3642	3671	353	3318	3800	238	3562
With psychological development impediments	3804	1429	2375	3825	1459	2366	3845	1432	2413
Physical development impediments	1621	620	1001	1722	654	1068	1841	677	1164
Other beneficiaries	550	282	268	581	320	261	534	304	230
Full-aged beneficiaries:									
With behaviour disorders	1602	190	1412	1530	179	1351	1513	169	1344
With physical and physiological impediments	8566	3710	4856	12174	5174	7000	13293	5788	7505
without subsistence funds	10989	5148	5841	13049	5698	7351	16191	6830	9361
old persons -materially-socially at risk	6054	2730	3324	6526	2637	3889	7399	3446	3953
Other beneficiaries	6090	2687	3403	5934	2781	3153	5987	2643	3344

The data refers to the categories of beneficiaries. A beneficiary is each natural person who in the course of the reporting year has used some of the forms, measures or services once or several times available at the social work centres.

Source: State Statistical Office

Out of the total number of 27010 live births in 2001, there were 13033 girls, which is 48.3% of the total number of live births for the same year. In the last decade, the number of female live births has always been for 2-3% lesser than the number of male live births.

Average life expectancy

	1997-1999	1999-2001
Men	70.37	70.68
Women	74.68	75.21

Average age of population

	1999	2001
Men	33.3	33.8
Women	34.8	35.5

The specific fertility rate in 2001 was 50.9 (for women in the reproductive period). The specific fertility rate is the highest in women at the age of 24 and is 140.0.

The vital index live birth per 200 deaths) in 2001 was 159.6.

Out of 16919 death in 2001 , 7606 were women.

The specific mortality rate in 2001 in women was 7.5, and in men 9.1.

The mortality rate in infants is decreased year by year. In 1999 the number of deaths in infants was 406, and in 2001 their number was decreased to 321, 127 of whom female.

In 2001 there were 13267 marriages concluded, and the number of divorces was 1448.

Year	Live births	Concluded marriages
1991	34830	15311
1992	33238	15354
1993	32374	15080
1994	33487	15736
1995	32154	15823
1996	31403	14089
1997	29478	14072
1998	29244	13993
1999	27309	14172
2000	29308	14255
2001	27010	13267

Source: State Statistical Office

In 2000 the average paid net salary per worker was 10193 denars, and for 2001 the net salary was 10552 denars. The average paid net salary per worker in 2002 was 11279 denars - it has been increased as compared to 2001by 6.9%.

Total	11279
Agriculture, hunting and forestry	9432
Fishing	7956
Extraction of oars and stone	12840
Processing industry	9944
Electricity, gas and water supply	14580
Construction	8318
Wholesale and retail, motor vehicle repair, repair of motorcycles and repair of items for personal use and household items	10758
Hotels and Restaurants	8832
Transport, communication and storage	14305
Financial brokerage	22281
Activities related to immovable property, renting, business activities	13723
Public administration and defence, obligatory social protection	11606
Education	10844
health care and social work	11024
Other communal, cultural, general and personal service activities	11743

1) As of 2001 the net salary is published according to the new classification of economic activities at the level of sectors.

Out of the total number of employed in 2000 - 549846, there were 210297 women; in 2001 out of the total number of employed - 599308, there were 242042 women; in 2002 out of 561341 employees, there were 218562 women.

The participation of women in the total number of employed in 2002 was 38.9%

Sector	Total	men	`women
Total	561341	342779	218562
Agriculture, hunting and forestry	133581	79669	53912
Fishing	712	652	61
Oar and stone extraction	6937	6471	466
Processing industry	132405	73142	59263
Electricity, gas and water supply	14769	12732	2037
Construction	32806	29923	2882
Wholesale, retail, motor vehicle repair, motorcycle repair, repair of personal and house hold items	64265	39427	24838
Hotels and Restaurants	11230	7279	3951
Transport, communication, storage	32595	26248	6347
Financial brokerage	8422	3336	5086
Activities related to immovable property, renting, business activities	11953	7080	4873
Public Administration, defence , obligatory social protection	32956	24079	8877
Education	33700	13636	20064
Health care and social work	26226	7703	18523
other communal, cultural, general and personal service activities	17521	11087	6434
Private households with employed members	319	-	319
Extra-territorial organizations and bodies	945	317	628

Source: State Statistical Office

[redacted]

Definition: self-employed persons are persons who own a company, business, perform independently their business activities, own farms, who work for the purpose of gaining profit, but do not employ other persons.

Participation of self-employed women in the total number of self-employed persons in 2002 was 19.9%

	April, 2002
	Economic status
	Self-employed person
Total	57694
Men	46109
Women	11485

In 2000 out of the total number of unemployed - 261711, there were 112717 women, and in 2001 there was a total number of 263196 unemployed, of whom 113825 women. .

Out of the total number of unemployed, most unemployed women are those with four year secondary education - 41541.

[redacted]

Unemployed according to gender and age

April, 2002

	Unemployed		
	Total	Men	Women
Total	**263483**	**159144**	**104339**
15-19	16601	9308	7293
20-24	50747	32572	18175
25-29	49164	29615	19549
30-34	40358	23715	16643
35-39	33651	18284	15367
40-44	25720	15048	10671
45-49	21093	12084	9009
50-54	15012	9177	5834
55-59	7411	5986	1426
60-64	3400	3100	300
65 and older	326	255	71

Unemployed according to gender and level of education

April, 2002

Level of education	unemployed		
	Total	Men	Women
Total	**263483**	**159144**	**104339**
Without education	4714	2441	2273
Incomplete primary education	12609	7907	4702
Primary education	95792	62567	33225
3 year secondary education	37890	24731	13159
4 year secondary education	92941	51400	41541
Junior college	6022	3291	2732
Higher education	13515	6808	6708

Source: State Statistical Office

Unemployed according to the duration of unemployment

April 2002

	Total	Duration of unemployment							
		up to 1 month	2-5 months	6-11 months	12-17 months	18-23 months	up to 2 years	up to 3 years	4 and more years
Total	283483	8991	15373	19431	10837	15681	3064	27740	166366
Men	159144	3441	9873	12833	6323	8896	1672	16803	99103
Women	104339	2550	5500	6598	4514	6785	1193	10937	66262
structure in %									
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Men	60.4	57.4	64.2	66.0	58.3	56.7	61.1	60.6	59.9
Women	39.6	42.6	35.8	34.0	41.7	43.3	38.9	39.4	40.1

Out of the total number of unemployed according to the duration of unemployment even 99103 men wait for a job for 4 and more years.

Unemployment in women is lesser than in men. The largest participation of women in the total number of unemployed according to the duration of unemployment is 43.3% in the group of 18 to 23 months of waiting for a job.

Source: State Statistical Office

ANNEX 2

ON THE NON-GOVERNMENTAL ORGANIZATIONS

UOWM activities carried out through the following variety of programs:

1. WOMEN POLITICAL STRENGTHENING PROGRAM

Objectives: Promoting and providing opportunities for women's participation in decision making and governmental bodies; active role in decision making for women aiming to create a gender picture of the society, specifically in the political parties and authorities; raising of democracy level in Macedonia.

2. WOMEN SUPPORT AND STRENGTHENING PROGRAM

Objectives: help, support and development of local women organizations, female groups, and women individuals, education about their health, self-confidence and empowerment, protection for the women-violence victims, support through humanitarian activities, development of the business capacities of women, socio-economic strengthening and employment.

3. PROGRAM-DOCUMENTATION CENTRE

Objectives: collection, maintaining records, and documentation of data for the women nongovernmental movement; data base establishing; exchange of information; women problems research aiming to promote and affirm female ideas and feminism, provision of database serving as foundation for strategic and program objectives creation of the organization. UOWM organized a database, containing registered, selected and classified documents and data (written, audio and visual materials) on women and female non-governmental activities in Macedonia.

The database shall be used for exchange of information and communication with non-governmental and governmental organizations and institutions; research of female topics, service delivery for potential users (materials and data).

The expected outcome of the project is as follows: enriched variety of materials and data on the female non-governmental operation (historical and current); increased transparency in the UOWM activities; quality improvement of the contextual project structuring and provision of opportunities for new ideas and strategy realization; increased information flow and exchange between domestic and international non-governmental organizations.

4. PROGRAM-WOMEN CENTRE

Objectives: stimulation and support for young women and girls; publication; opportunity for development of female gender studies; education and dialogue; new skills acquiring (foreign and various ethnic group languages).

5. PEACE PROTECTION AND CONFLICT SOLVING PROGRAM

Objectives: peace maintenance in Macedonia and the region, conflict implications weakening, establishment of relations between people of various ethnic and religious groups.

6. PROGRAM AGAINST TRAFFICKING IN WOMEN

Objectives: preventative action and publications on the women trafficking problem, exposing of trafficking problem, raising the risk awareness especially among the young population; information and education for the problem.

7. INTERNATIONAL COLLABORATION PROGRAM

Objectives: connecting FOUM with other organizations from the Balkans, Europe and the rest of the world, exchange of experience, presentation of the situation in the Republic of Macedonia, securing support from world organizations.

FOUM MEMBERS

- FO Berovo
- FO "Iskra", Bitola
- Citizen's equal opportunities initiative "Semper", Bitola
- FO Bogdanci
- FO Valandovo
- FO Veles
- FO "Lira", Vinica
- FO Gevgelija
- FO Debar
- Women Rights Protection Organization, Delcevo
- FO Jrgunovce
- FO Kavadarci
- FO-MC "SUN"- Makedonska Kamenica
- Association for new initiatives ANIK, Kicevo
- Organization of the Albanian Women, Kicevo
- FO Kocani
- Organization of Single Mothers "Hope", Kocani
- GA "Romany Asvin-Gypsy Tear", Kratovo
- FO Kriva Palanka
- FO "Horizont", Krivogastani
- FO "Flower", Krusevo
- Humanitarian Organization "Mother"-Kumanovo
- FO "Sirma", Kumanovo
- Association of Gypsy Women "Daja", Kumanovo
- Indcpendent Female Organization "Jehona", Kumanovo
- SOS Telephone, Kumanovo

- GA "Doverba", Kumanovo
- GA for the discence of the disabled and marginalized individuals "Humanost", Kumanovo
- FO Makedonski Brod
- FO Miravci
- FO Negotino
- FO "Vizija", Neprosteno
- FO Novo Selo
- FO "Bisera" - Ohrid
- FO - Pehcevo
- Association of single mothers "Izgrev" - Pehcevo
- FO "Rosa" - Prilep
- FO "Kitka" - Prilep
- FO "Orhideja" - Prilep
- Organization of young women "Demos" - Prilep
- FO - Probistip
- FO "Denica" - Radovis
- FO "Roza" - Rankovci
- FO "Tereza" - Resen
- FO - Rosoman
- Organization of Single Mothers - Sveti Nikole
- FO "Ovcepolka" - Sveti Nikole
- FO - Skopje
- Association of Serbian Women in Macedonia
- Association of Romany Women "Esma" - Skopje
- Association of Partisan Women - Skopje
- Organization of Women Wallachian - Skopje
- Association of Russian Women in Macedonia - Skopje
- Family, Motherhood, and Childhood Protection Centre - Skopje
- Association of the women in the third age "Veteranki" - Skopje
- FU - Struga
- Female Centre "Struma" - Strumica
- FO "Menada" - Tetovo
- Association of Single Mothers "Aurora" Stip
- Association of Romany Women "Cerenje" - Stip
- Blind People Union- Female Section - Stip
- FA "New life page" - Stip

OTHER RECENT, CURRENT AND FUTURE FOUM ACTIVITIES

1. Female Centre – Female Gender Studies

- Implementation period: **January – December 2002**

New knowledge and experience acquisition, stimulation and initiation of female students' self-confidence and preparation for influence increase on the social reality are the FOUM initiation objectives for "Female Centre- Female Gender Studies".

Female Gender Studies cover a set of scientific areas, from women's point of view, or regarded from women's perspective. The main idea was to make the Female Gender Studies become alternative studies dealing with female issues, replacing the discussion centre and centre for support of the students involved in research of the female topics.

The target groups were ..omen or interested men, of every social strata, age, nationality, religious, cultural, and gender identity.

Female Gender Studies are led by women activists and university professors at St.Cyril and Methodius University in Skopje. During the implementation time, the project was supported by the media. Besides the regular lectures, a debate club and women issues library were organized, research and publication activities took place as well (a brochure in text form of the oration workshop was published), several international contacts and collaboration were established and the Female Gender Studies program was developed. The first generation of graduates 2000/2001 was promoted. Out of 65 enrolled students, 34 graduated in Female Gender Studies.

The project met the following objectives: creation of a picture for the alternative approach and research of the Female Gender Studies; new research possibilities were implemented; the demand of such education was met; permanent Female gender Studies were founded and publishing activities were developed.

2. Mobile Education Program 2002

- Preventative mental health program
- Stress-techniques, how to deal with stress
- Stress strategies, and strategies for weakening stress implications
- Communicational Skills - Verica Trajkova Stamenkova
- Oration Skills - Jadranka Vladova
- Gender and Religion – Slobodanka Markovska
- Psychology of Gender - Olga Skaric
- Human Rights - Gzime Starova
- Women and Politics - Gordana Siljanovska
- Female letter - Jadranka Vladova

3. Global female strike

-Implementation period: **8 March 2002**

At the Macedonia Square in Skopje, on the international women's day, the global women's strike was held. The motto of the manifestation was "Accountability is the ground for the real Democracy". About 1000 women participated.

Four workshops were held with the following topics: "Women and Violence"; "Women and Poverty"; "Women in Decision Making Process"; "Women and Peace". The recommendations from the workshop were read in front of the audience at the Square in the languages of all the nationalities and were sent to the governmental bodies and the ministries.

4. Women's peace and cohabitation initiative

-Implementation period: **01. 05.2002- 31.07.2002**

The objectives of this project are trust building among the different ethnic groups in the Republic of Macedonia through the promotion of the women's initiative for conflict solving and peaceful cohabitation; multi ethnic tolerance and political culture development; and women's rights recognition as human rights. The project was carried out in two phases. The first phase involved training of 20 field trainers coming from different ethnic background. In the second phase, workshops were organized in seven towns in the country. Two hundred women took part in the workshops where discussions were held on topics such as: customs of different nationalities, differences in the cuisine and food consuming ways, mixed marriages, women's role in religion, etc.

The project outcomes are contribution to the mutual trust and dilemma solving for the multiethnic cohabitation, prejudice, and stereotypes, women's trust strengthening and ability to make decisions independently.

5. Information for returning of IDP

- Implementation period: **25.09.2001 - 25.12.2001**

In the climax time of Macedonian crisis, WURM was involved in projects aiming to identify the problem with the internally displaced people accommodated in the collective centers. The target groups were displaced individuals from the Tetovo region (Tearce, Neprosteno, Lesok etc.), accommodated in the collective centers "Olimpic Village" and "Pelagonija".

Focus groups of displaced individuals were organized, and daily meetings were held in order to identify their needs, problems in the collective centers and to identify their fear and need to return back home. IDP was kept updated for the situation on the terrain, and questionnaires were prepared and distributed for the basic data for IDP and their needs.

6. New Year's presents for the displaced

On the 27 December 2001, Andreas Claim from the Conrad Adherer Foundation and Sake Todorovska from WUOM, on the behalf of their organizations, respectively, gave New Year's presents to the displaced from Neprosteno and Tierce, accommodated in the Pelagonija Hotel in Skopje. The presents were purchased with funds collected from the Christmas sale of hand made products, organized by the Conrad Adenhower and WUOM.

7. Capacity building of the women's NGOs

-Implementation period: **1.02.2002-30.12.2002**

The MCMS women's organizations capacity building project includes eight women's non-governmental organizations promoting the gender equality conception for the communities, nongovernmental organizations and governmental indicatives.

The activities are comprised of gender relations and their development training, monthly meetings and thematic gatherings with local experts, publishing of a periodical "Perspectivi", and web sites computer database creation and coordination, as well as, women's equality working programs development.

We expect to have a number of trainers for the relation between genders and their development, improved incoming and out coming information flow for the sector, as well as to acquire additional knowledge and skills for better operation.

8. Political power acquisition for the women in Macedonia – Women can do it

- Implementation period: **1.05-31.12.2002**

Being a part of the cycle – Political Strengthening of the Women in Macedonia, the Women Can Do It Project was implemented with the support of GTF and the Gender Equality Department from the Ministry of Labor and Social Politics.

The goal of the project was to give political power to the women in ten political parties represented in the Assembly. Two hundred and fifty women from the political parties were trained through the implemented activities.

9. Campaign: Advocating equal opportunities-more women in Parliamentary Elections in 2002.

10. Women's political perspectives-women's leadership in Macedonia

-Implementation period: **1.05.2001-10.05.2002**

In order to stimulate and qualify women for increased participation in the political initiative and decision making structures, and also to increase the number of women involved in the political parties, WUOM initiated the project "Political perspectives for women-female leadership in the Republic of Macedonia". A team of 25 educators was trained; 12 of them attended special training. Workshops were held in the following cities: Skopje, Tetovo, Kicevo, Debar, Makedonska Kamenica, Struga, Ohrid, Resen, Bitola, Prilep, Rosoman, Krusevo, Krivogastani, Kavadarci, Negotino, Valandovo, Strumica, Novo Selo, Bogdanci, Gevgelija, Radovis, Stip, Probistip, Berovo, Pehcevo, Vinica, Delcevo, Kocani, Kriva Palanka, Rankovci, Sveti Nikole, Veles i Kumanovo.

According to the expectations, the outcome of this project is 1500 women trained to be involved in the political parties and an increased number of women members of the political parties.

11. Vote and Watch

-Implementation period: **August-September 2002**

Just before the Parliamentary Elections in 2002, WUOM implemented the project in order to improve the transparency level and to meet the regularity of the election process.

Two experts from Albania trained 24 monitors, a book of guidelines for monitors was published, and election monitoring was implemented for the regional election committees and election places. Informal Head Quarters was established, were we analyzed the reports and evaluated the elections.

The result of the project was increased number of voters, the election regulation was adhered by, except for the small number of irregularities and fair, democratic elections.

11. a. Women Voters-Vote and Watch

- Implementation period: **August-September 2002**

In order to carry out fair and democratic elections, 765 volunteer observers were trained. They observed the parliamentary elections in 2002 over the whole territory of the Republic of Macedonia.

The outcome of this project was increased number of female voters, adherence by the legislation, except for the small number of irregularities and fair and democratic elections.

11. b. Women Voters

-Implementation period: **1.05.2002-31.11.2002**

The objective of this project, carried out just before the parliamentary elections in 2002, was to increase the number of women in the Parliament and to motivate the voters to give their vote and to give a voting incentive.

Thirty field activists were trained. They held workshops with 60.000 voters in 120 municipalities in the country. A book of guidelines was prepared and distributed in six languages: Macedonian, Albanian, Turkish, Roman, Serbian, and Walachia. We held additional meetings in seven regional centers (Skopje, Bitola, Kocani, Probistip, Kumanovo, Kavadarci, and Tetovo), in order to establish better collaboration between women-election candidates, local authorities, media, and NGOs activists.

The project outcome was increased number of voters. In some places, where GTF and WUOM appointed observers, 85% of the women voted.

12. Women and Media

- Implementation period: **1.07.2002-31.06.2002**

WUOM has undertaken this project in liaison with the Department for Equality between Genders from the Ministry of Labor and Social Politics. It is being directed towards the media, and their sensitivity to the gender dimension highlighting the presentations of female candidates in the media. Twelve seminars were held which were attended by editors and journalists from local and national media (written and electronic).

We expect about 300 journalists to become more sensitive and aware of the equality between genders dimension.

13. Networking for Success

- Implementation period: **November 2000-June 2002**

WUOM participated having the role of a partner organization in the regional project "Networking for Success". The carrier of the project was the Foundation for Entrepreneurship Development, and the others participants were the Association for Democratic Culture (Albania), and Values Foundation (Bulgaria).

The aim of the project was to promote tolerance and to strengthen the process of decision reaching, networks building in the Balkans Region, development of border collaboration; and motivation of the women's participation in the in the process of decision making and taking active role in the processes of the local government. The target group is consisted of women entrepreneurs, self-employed, representatives of the local government bodies, journalists, and NGO activists. In each of the countries participants, two training seminars were held, for building leadership skills, project cycles managing, and conflict solving and managing.

14. WUOM carried out the project "The Role of the Women from South-East Europe in the Conflict Prevention and Solving Processes and Post-Conflict Dialogue" It is a regional project, with women participants from Macedonia, Serbia, Kosovo, and Montenegro. The project is supported by GTS – Stability Pact.

The goal is to provide possibility for trust between people and to establish normal communication.

WUOM is a member of CARAT Coalition, GTF (Gender Work Group), Women's Coalition KEGME, as well as many other regional and international conferences, seminars and meetings addressing female issues.

Local Organizations activities of WUOM

WO-Veles

Before the Parliamentary Elections in 2002, the Women's Organization – Veles and "Women's club – ZGR Romani Bach" from Veles wrote a pamphlet "My Vote-My Decision, My Responsibility – Female Roman Mission", aiming to inform the voters how to exercise their voting rights (realized with the support of FIOOM). WO-Veles participated in the realization of several projects: "Hospitals-Babies' Friends" (UNICEF), "Women's Political Strengthening" (Embassy of Norway), "Prevention and early diagnostics of uterus cancer" (FIOOM) and others.

WO Bisera - Ohrid

Women's organization Bisera from Ohrid has undertaken a number of activities: SOS telephone line in Ohrid, project "Multiculture-bridge for friendship" (ITZ), it participated in the WUOM projects "Trust Building" and "Women-Voters" etc. Besides the above mentioned, the organization held several educative workshops, discussion clubs, it helped the foundation of several local educative offices in Ohrid, Kosel, Meseista (FIOOM), participated in the regional projects "Lets provide opportunities for women" (IOM) and other activities were undertaken.

WO "Roza"-Rankovci

The Association took part in the project "Children's early development" and organized several traditional manifestations related to the customs and holidays.

New Life Page - Stip

The Association for Combat against Cancer "New Life Page" from Stip is focused towards education provision and information publishing on the breast cancer problem. They launched several brochures on the problem, organized discussion meetings and lectures for women's self-check, psychological strengthening for the patients suffering cancer, etc. The activities are undertaken in liaison with the Association of Single Mothers "Aurora" from Stip.

WO "Vision" - Kavadarci

Women's Organization "Vision" from Kavadarci has undertaken a number of activities during the past year. It participated in the project "Children's Early Development" (UNICEF), the project for education of pre-school Romany children, and the project for female health "Early Cancer Diagnostics". "Vision" organized the foundation of women's club, helped the entrepreneurship of small business and had other activities.

Association of women in the third age "Veterans" - Skopje

The Association "Veterans" has developed several activities: workshops (on political strengthening, health education, cooking, and self-help), the project "Clean and Verdant Avtokomanda" and others.

Association "Iskra" - Bitola

The association has undertaken activities for education about health, among which the project Early Diagnostics of Breast Cancer (FOSIM). "Iskra" has developed projects "Interethnic Conflicts" (FOSIM) and "Democracy among Women"

WO - Berovo

The women's organization from Berovo took part in the Political Strengthening of Women Project (FOSIM), as well as several training seminars among which is the NGO Forum TAMA.

WO "Raj" - Rosoman

This organization has undertaken several activities, such as the questionnaire drafted in liaison with NATO on the life community problems, discussion meeting on the physical and sexual violence against the youth, projects related to the Breast and genitals etc.

WO – Makedonski Brod, Trebino Village

The organization participated in the water supply system building for the village (MCMS), and it is actively involved in the activities of the village for construction of sewerage and roads.

ZG "Majka" - Kumanovo

"Majka" from Kumanovo, besides the participation in several seminars and trainings, has developed the project OaY (Old and Young), with the goal for better understanding between the older and the younger generation; project supporting nourishing; project "Female Centre" and others.

WO "Cvet" - Krusevo

"Info-corner for women's rights" and "Workshop for Handmade" are the head titles of the projects undertaken by "Cvet" from Krusevo. Civil Education Project, Winter-Summer Camp, and Playground for Children are in the process of development.

"Daja" - Kumanovo

"Daja" has organized courses (in English language, computers, and sewing), kinder garden, library, family centre, help for the displaced; it has founded a legal office for female rights in Kumanovo, Vinica, and Bitola, as well as a number of other activities and projects.

WO "Orhideja" - Prilep

"Orhideja" from Prilep has developed the project "Drug is my dangerous enemy" and took part in several seminars and discussion meetings. It has organized educative discussion meetings and workshops.

GZ "Doverba" - Kumanovo

The association has undertaken the project "Psycho-social help and non-violent communication" and took part in several trainings, seminars and discussion meetings

WO - Skopje

Women's Organization from Skopje has organized the round table on women and politics, it successfully implement the SOS telephone for women and children-violence victims, as well as the Agency "Women", and it has organized several discussion meetings, workshops, and discussions. It published a SOS phone bulletin (MCMS), it organized cultural-fun club "Loza", initiated humanitarian actions (in the orphanage home "October 11" and the special schools "Dimitar Vlahov", "Zlaten Sremac", "Idnina" and others) it participated in other projects and activities.

OZZP - Delcevo

The organization for protection of women's rights from Delcevo, took part in several projects, organized activities for single mothers, and initiated humanitarian help through clothes collection and other activities.

WO – Makedonska Kamenica

This organization has carried out the projects: "Rights of the Youngsters" (FOSIM), "With Democracy against Violence"(ISC), "Cohabitation and Tolerance Strengthening and Familiarity with the Human Rights", "Democracy Objectives and Values".

WO – Kriva Palanka

Women from Kriva Palanka developed the projects "Public Service for Children and Youngsters", "Hospitals-Children's Friends" and "Children's Early Development" (UNICEF), it organized peace gathering, discussion meetings, and participated in the trainings.

ZSR "Hope" - Kocani

The Association "Hope" participated, together with the local government, in the manifestation "Opportunity Market", supported by the Conrad Adenawer Foundation. They participated in several discussion meetings and workshops.

MOST SIGNIFICANT ACTIVITIES OF OOWM:

Most significant projects and activities in the past several years:

Declaration for Women's Movement Common Objectives– proclamation sent to all the women's associations in Macedonia agreed to collaborate and show solidarity and fellowship regarding the common objective – the wellbeing of women, to exclude intolerance and confrontations motivated from individual interests. (1995)

Women and Politics (January 1998) – International scientific meeting resulting from the application requisition for the proportional election model in the new election law of the RM, anticipating the Parliamentary Elections in 1998. Omnibus was prepared with the same title.

Women Rights Memorandum - promoted on 8 March 1998 and sent to all the political parties for establishing 30% female quota on the lists of candidates. The political parties were required to form female groups in their parties operating as internal power, with civil support from the NGOs, advocating straight entrance of women on the elections lists of candidates, and an increase in the number of the women elected to hold governmental office and become MP.

Female lists on the elections – OOWM initiated launching candidate lists of citizens comprised solely of women on the local elections 1996 and 2000 in Bitola. Among the citizenship, the list won anonymous sympathy, but the political parties gave strong opposition.

Elections Monitoring - Parliamentary elections voting was monitored from members of OOWM. Regarding the elections, OOWM organized pre-election meeting where all the woman candidates addressed the whole OOWM network. The campaign advocating voting for women was organized with the motto "Women for Women", and the same term was used for OOWM lobbying for the women on the local elections in 2000 and on the Parliamentary elections in 2002, when a special poster was launched 30% on the lists = 30% in the Parliament.

Presidential Elections 1999 - OOWM organized special pre-election meetings with each of the presidential women candidates where women coming from all over Macedonia stated directly their requirements and expectations from the candidates.

World without frontiers– project in which the first phase was marked by the tolerance debate in which OSCE, and other international organizations representatives participated, and which published a special publication. (1999).

Women's Resource Centres – one of the eight resource centers belonging to as many female NGOs was established in OOWM financially supported by the Macedonian Centre for International Collaboration. (February 2000-2002, including 2004)

Alphabetic and functional literacy – a project which made 880 Macedonian, Albanian, and Romany women literate in Stip, Veles, Debar, Kicevo and Prilep. Financial support was provided from FIOO – Macedonia. (2000).

Dutch way of flowers growing – horticulture seminar with lecturer from Netherlands, supported by the Dutch Foundation. Thirty women from Skopje, Tetovo, and Ohrid were trained to grow and sell flowers.

Interethnic dialogue – women's vision – a project supported by the Fridrih Ebert foundation. The workshop was attended by representatives from the associations of Albanian, Wallachian, Romany, Turkish, and Serbian women. Publication published. (2001)

Stop the trafficking in women and sexual abuse of women and girls – meeting of experts representing the police, judiciary, law vocation, OSCE, IOM, SEKI centre from Bucharest, with 20 representatives form the border municipalities in Macedonia, Serbia, Bulgaria, Greece, and Albania. Women's info-prevention network was formed, OOWM became a member of the National Commission combating trafficking in people, and a special publication is prepared to be printed.

Macedonia 2001 – more humanitarian actions organized independently, project realized for the internally displaced, and two public protests with the message of the Macedonian women to the world: "There's no other name for terrorism except terrorism". Being a part from the public dispute on proposed amendments for the Constitution of the RM, OOWM has prepared its own amendments, which were sent to the Constitution Committee.

Crisis Head Quarters of OOWM - with collection places in Gazi Baba, Gorce Petrov, and Kisela Voda – March 2001. ***Outcome:*** Over the year, with the head quarters operation, food, clothes, and products for maintaining hygiene from donors-firms and individuals, were given to the displaced citizens from the problematic areas in Tetovo and Kumanovo, accommodated in the high school dormitories "Zdravko Cvetkovski", "Ranka Milanovik", "Tome Stefanovski – Senic", and "Partenie Zogravski". The activity was undertaken on volunteering grounds, with the additional aid in linens and clothes from the German Foundation "Aid with no Boundaries".

No co-payment for the children and patients suffering severe diseases- protest against the Governmental plan to introduce health-care co-payment.

Crisis Centre for violence victims "Nadez"- first of the sort in an NGO – founded within the OOWM, registered as independent legal entity with two lines for all kinds of violence victims treatment: telephone for trust, care and protection.

Outcome: the expert team, comprised of 8 members engaged during 2001, has registered 2706 telephone calls on the phone operating 12 hours a day; managed to solve 112 violence cases on the field; provided up to 24 hours care for 117 victims, and over 24 hours care for 29 victims – women, men, and children.

OZ "Radika"- direct incentive and aid for the foundation of the association of the Muslim and Macedonian women, for their strengthening and activity in the social processes, especially in the regions where this population resides, and for emancipation and specific features and tradition cultivation. OZ "Radika", from

the date it has been formed, 6.11.2001, became a collective member of OOWM. OOWM itself formed branch organizations in Mavrovi Anovi, Probistip, Gevgelija, Jegunovce, and Brvenica.

Gender Sensitization of Media – a workshop with representatives from the private and state owned media, and from women's NGOs, addressing the development of stereotypes breaking mechanisms in the treatment of women by the media.

Training for institutional development and organizational strengthening – two groups comprised of 20 municipal women's organizations were trained for organization's development and strengthening.

Second International Conference "Women in the 21 Century" – The role of the woman in the development of democracy in Southeast Europe (April 2002, Ohrid). OOWM participated in the conference preparation and in the work groups for drafting common documents.

5-a Gender Equality Conference of Ministers – representatives of OOWM attended the conference.

OOWM maintains that there are many issues directly affecting women in Macedonia, which remain to be left unsolved. For many of them OOWM has developed projects, whose implementation requires larger amount of funds, referring to the donation policies of the foreign foundations which do not correspond with the projects, while the domestic resources are very limited. Still, the hope is left that in the future we need motivating conditions for the NGOs prioritizing the general interest and mass volunteering energy, apart from the small profit-making interest groups.

MFL Activities 2002-2003:

Working group gender equality initiative in Macedonia continues the existence not only through the focus points, but, as well, through the Macedonian Female Lobby (MFL), wide, open network of women working in accordance with the regional and national agenda. These women belong to diverse structures: NGO, political parties, Government, media, Assembly, Syndicates and women experts.

The working principle is the following: 1) determining of a common strategy and activities for coordination of the activities on the national level; 2) individual operation of the organizations through projects and other activities; 3) group campaigns; 4) mutual support in liaison with the MFL participants; and 5) huge enthusiasm of the volunteer activities.

As a state, Macedonia has had a big influence of GTF on the area of gender equality, and especially on the participation of women in the decision making processes. Over the past three years of work, women managed to go several steps upwards. During the period June 2002, the most significant achievement was the increase in the women MPs, starting from the initial 6.6% (7.5% right after the elections in 1998), there was a substantial rise by 183%, and the establishment of the Women's Assembly Club as an internal assembly lobby. With this, the female role in the public life became more evident, and many women were motivated to join the political parties, to fight for higher positions in the parties or in the office they hold, or to become more active in the civil sector. One of the most significant thing, for a country coming out of a war crisis, is the fact that women of diverse ethnic backgrounds have shown interest for professional and public life, as well as, the raise of the rural women's emancipation level.

These results are achieved with many activities in the female movement. The most significant part of the NGO projects, after the female political strengthening issue, is the education of women – voters,

economic strengthening, etc. The Department for Equality between Genders Promotion, and MFL support many of these projects. Some of the activities are undertaken by donations, but some of the tasks and activities are carried out completely on voluntary grounds, like the lobbying for higher positions for the women on the candidate lists, by the appliance of 30% gender quota achieved previously.

As a special contribution to the advancement of women's movement and democracy development in Macedonia, regarding the continual GTF help and support through the various projects, it has to be highlighted as follows:

The regional GTF project "The Role of Women from JIE in the Conflict Prevention and Solving" was carried out over the period May-September 2002. Albanian women from Tearce, Macedonian women displaced during the crisis, and Romany refugees from Kosovo put up in Suto Orizari, participated in the project. The project ended with a Conference held in Podgorica – Serbia and Monte Negro.

The regional GTF project realization "JIE Women Causes" in which Macedonia is a Regional Coordinator, with the participation of Bosnia and Hercegovina and Montenegro, was initiated in January 2003. The main project objective is foundation of Female MPs Clubs in the Assemblies of the countries participating the project implementation, and to provide aid for female MPs advancement and strengthening, through exchange of positive an negative experiences on the Bilateral and Trilateral Meetings. The official Female MPs Club promotion took place in the Assembly of the Republic of Macedonia on March 7, 2003, together with the celebration of the three years existence of MFL. Several informal meetings, the First National Female MPs Meeting, and the educative workshop were held within the project.

The regional GTF project "Relations Establishing between Female Mayors Project" is in realization phase over the whole JIE territory. The objective is to strengthen the female mayors and to establish relations in national and regional networks.

The regional GTF project "Romany Women can Do It" is in the phase of realization. Republic of Macedonia is a regional coordinator, because it is the country that made a lot in the emancipation of Romany women, and it is the only one having a Romany woman holding a position in the Municipality Council. The goal of the project is to train Romany women voters, who have to educate as many women as possible for participation in the politics.

In the following period, the women in the Republic of Macedonia, through the already confirmed operation model, are going to continue with the implementation of the common Strategic Plan, adopted by the MFL Work Group in October 2002.

MFL STRATEGIC PLAN

- **Strengthening of position of women MPs**– through the activity of the Female Assembly Club with the logistic support branch offices for the routine work, and for diverse sensitive issues attitudes strengthening related to women. Macedonia is already included in the regional GTF projects, which besides this should provide further education through experience exchange of women coming from other Parliaments.

- **Political strengthening of women in the local government** – among the chosen there are administrative officials as well. In order to achieve this, it is inevitable to organize training for the target groups, as well as work on the amendments of the Law on Local Elections, with the promotion of the gender

quota of at least 30%. A serial of activities should precede the forthcoming local elections in the autumn 2004.

- **Economic empowerment of women** – through stimulation and support of women entrepreneurs with special attention to women coming from the critical regions, as an essential element in the process of returning towards normal life.

- **Gender equality institutional support strengthening** – through Gender Equality Promotion Unit strengthening under the Ministry of Labor and Social Politics.

- **Equalization of levels of emancipation of women at various regional levels** – (from a territorial, social, and ethnic point of view) aiming to determine a starting point for all of regions. GTF partially aids through the regional project for emancipation of Romany women.

- **Activity in the field of human rights** – with legal solutions and their implementation regarding family violence issues, trafficking in human beings etc.

- **Macedonian Lobby of Women promotion all over the country**-regarding better updating and coordination of women all over the country, and as well, in terms of the above mentioned emancipation leveling.

- **International cooperation with similar organizations and forms** – including Macedonian women living in foreign countries.

- **Work with the media** – for further public and media sensitivity rising.